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DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

5

18/99

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday March 18, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Bruce Fisher
James M. Illig
Kim King
Dan Martin
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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MAR 19 1999

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The Task Force may be contacted through its Clerk, Steve Nelson, as follows:

Living Wage Task Force
City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francsico, CA 94102-4683

415-554-6171 (Voice)
415-554-6177 (Fax)

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Living Wage Task Force **Agenda - March 18, 1999 - Page 1**

1. Call to Order/Roll Call

2. Presentation of Educational Materials Requested by the Task Force.
   Such items to include:
   - Reports of The Board of Supervisors' Legislative and Budget Analysts
   - Proposal by the Living Wage Coalition
   - Legislation passed by other jurisdictions
   - Public Correspondence to the Board of Supervisors
   - Copies of Reports from Health and Human Services

3. Questions and Answers with Board and Legislative Analysts

4. Consideration of Future Agenda Items

5. Reconsideration of Meeting Times

6. Adjournment

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Disability Access

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LIVING WAGE TASK FORCE

March 18, 1999

The Minutes of this meeting are missing.

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DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

1
1/25/99

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday March 25, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Bruce Fisher
James M. Illig
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
Dan Martin
Rolf D. Mueller
Robert R. O'Malley
Lucia M. Rodriguez
Calvin Welch
Earl H. White
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Kent Woo

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1 Dr. Carlton B. Goodlett Place
San Francsico, CA 94102-4683

415-554-6171 (Voice)
415-554-6177 (Fax)

Living Wage Task Force **Agenda - March 25, 1999 - Page 1**

1. Call to Order/Roll Call
2. Approval of Minutes
3. Consideration of Task Force Officers (ACTION ITEM)
4. Discussion of Breakdown of Workforce and Who Should Be Eligible for a Living Wage
5. Adjournment

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3/25/99

Living Wage Task Force
Minutes for Meeting of March 25, 1999

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MAR 30 1999

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Members Present
Patricia Breslin
Bruce Fisher
Jim Illig
NaNoshka Johnson
Kim King
Alina Laguna
Dan Martin
Rolf Mueller
Robert O'Malley
Lucia Rodriguez
Calvin Welch
Earl White
Bill Wilkinson
Kent Woo

Staff Present
Steve Nelson

The meeting was called to order at approximately 9:05 AM. The minutes were approved with only minor modifications.

Kim King moved, with Patricia Breslin seconding, that Jim Illig be appointed chair of the Task Force. A vote was taken on that motion and it passed 9-2. However, since no public comment was taken, the vote was rescinded. After seeking public comment, Bill Wilkinson moved that Mr. Illig be made chair, and that Bruce Fisher be made vice chair. This motion was approved 9-2.

Robert O'Malley presented for the record a study by the City of Baltimore in regard to information it reviewed in studying its Living Wage Ordinance.

Mr. Illig requested that a copy of all minutes of meetings be sent to each member of the Board of Supervisors.

Mr. Illig then presented a roadmap for future meetings. The subjects to be discussed will include the following and the impacts and alternatives will be doiscussed.

Who should be covered by an ordinance?
What level should the salary be?
What other provisions should be included (e.g., health coverage)?
What should the startup process for implementation of the ordinance be?
What administrative mechanisms for compliance need to be put into place.

A number of requests for additional information were made of staff, including:

Find out what each encumbrance was for
Get a list of amounts paid, not encumbered, for Non Profit Organizations
Look at the legislation to see what exceptions are made for coverage
Find out if salary information for waiters and waitresses includes tips
Look at Alameda County's history with Living Wage Ordinances

Mr. Illig then proposed that the Task Force start the discussion of who should be covered by a Living Wage Ordinance, with Mr. O'Malley suggesting that the first topic to be discussed in this area would be Non Profit Organizations (NPO's). In an attempt to determine the sentiment of the Task Force, a series of value statements were made, and the Task Force discussed each to determine if there was any kind of consensus on the value statement. What follows is a summary of the Task Force's position on each statement.

1. San Francisco is a city and a county and in that regard, we are unique in regard to Living Wage Ordinances. Consensus reached.
2. NPO's should be covered by any Living Wage Ordinance. NO Consensus reached.
3. NPO's should be covered, but only if the City augments their contracts to cover the costs. NO consensus reached.
4. Assuming an NPO can make a good faith case, any proposed legislation should not cut or curtail health and social services by increasing an NPO's cost without an augmentation. Consensus reached.
5. Various minimum contractual amounts were proposed under which a Living Wage Ordinance would not apply. NO consensus reached.
6. An NPO which receives more than 75% of its total budget from the City would need to comply with the Liviing Wage Ordinance. NO Consensus reached.
7. If the ratio of the highest paid to the lowest paid worker exceeds 8:1, then the Living Wage Ordinance applies. NO consensus reached.
8. If the NPO receives 75% of its budget from the City and the contract is over $100,000, the Living Wage Ordinance shall apply. NO consensus reached.
9. The trigger should be developed so that it is the least administratively complex to oversee. Consensus reached.
10. Should the law apply to workers on a City contract or to all workers for that company? NO consensus reached.

During public comment, Jim Matthias from the Chamber of Commerce said that representatives from the SF Works Program would be happy to discuss their report.

Pierre Smith proposed that the Living Wage be used to give employers paying a living wage preference points in the contract award process. He left the Task Force with a spreadsheet defining the preferences at various levels of living wages.

The meeting was adjourned at approximately 11:30 PM.

Respectfully submitted,

Steve Nelson
Clerk, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

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MAR 30 1999
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Thursday April 1, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Bruce Fisher
Jim Illig
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
Dan Martin
Rolf D. Mueller
Robert R. O'Malley
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Kent Woo

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Living Wage Task Force **Agenda - April 1, 1999 - Page 1**

1. Call to Order/Roll Call
2. Approval of Minutes
3. Continuation of discussion of who should be covered by the ordinance.
4. Adjournment

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Living Wage Task Force
Minutes for Meeting of April 1, 1999

Members Present
Patricia Breslin
Jim Illig
Walter Johnson
Kim King
Alina Laguna
Rolf Mueller
Robert O'Malley
Calvin Welch
Earl White
Bill Wilkinson
Kent Woo

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Staff Present
Steve Nelson

The meeting was called to order at approximately 9AM. The minutes were approved with only minor modifications.

A request was made to staff to find and copy the Dane County, Wisconsin Living Wage Ordinance.

Mario Kashou of the City Attorney's Office reported on research done in regard to whether or not San Francisco could have a minimum wage higher than that established either statewide or nationwide. Mr. Kashou's report was that it does not appear that State law preempts the City from passing such legislation. While it is still possible that such a preemption ecists, Mr. Kashou feels the chances of and City legislation in this regard would not be seriously challenged on that basis.

Robert O'Malley asked that a pair of articles regarding the Assessor's Office be distributed to the Task Force. This led to an introduction of Assessor Doris Ward, who, along with her staff, made a presentation regarding assessment practices in the downtown area, where representations have been made regarding underassessments. Ms. Ward explained how the staffing for downtown properties took up one third of her Real Property staff, but that only about 10% of all properties in the City were in the downtown area. Ms. Ward also reported that the split of property tax revenues in San Francisco is roughly 50% General Fund, 33% schools and 17% other jurisdictions or funds.

Jim Illig then began to walk through the issues presented in the Legislative Analyst's report, in an attempt to determine which of the issues required additional research and where existing information may be available. During this discussion, members of the Task Force became increasingly concerned about the lack of a proposal to review. Staff

was asked to invite Supervisor Ammiano to the next meeting, mainly to discuss concerns about the timing of the Task Force's work, and to find out from the Supervisor what his thinking is on the various issues that the Task Force feels it needs to discuss.

In further discussions, Kim King asked for a look at the impacts on youth employment of a Living Wage Ordinance. Various members asked for a breakdown of the ancillary, non-salary costs of a Living Wage (such as FICA, unemployment insurance, workers' compensation cost, payroll taxes). Staff was asked to approach the Tax Collector's Office to get a list of those types of businesses exempt from the Payroll/Gross Receipts Tax, and the reasons for the exemptions. Finally, Mr. O'Malley asked for a five year history of assessments broken down by category of property.

Public comment was sought, but no member of the public came forward to testify.

The meeting was adjourned at 11:25AM.

Respectfully submitted,

Steve Nelson
Staff, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

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Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday April 8, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Bruce Fisher
Jim Illig
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
Dan Martin
Rolf D. Mueller
Robert R. O'Malley
Lucia M. Rodriguez
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Living Wage Task Force **Agenda - April 1, 1999 - Page 1**

1. Call to Order/Roll Call
2. Approval of Minutes
3. Presentation/Discussion with Brad Benson, Supervisor Ammiano's Office
4. Timing of Task Force's Deliberations (ACTION ITEM)
5. Presentation of Information Regarding SF Works
6. Public Comment
7. Adjournment

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8/99

Living Wage Task Force
Minutes for Meeting of April 8, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
Dan Martin
Rolf D. Mueller
Robert R. O'Malley
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Bill Wilkinson
Kent Woo

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Staff Present
Steve Nelson

The meeting was called to order at approximately 9:05AM. The minutes were approved with only no comment.

Dan Martin suggested that anyone who speaks at a public meeting invite other members of the Task Force to the same meeting so that alternative points of view might be expressed. After a discussion of this, it was agreed that no one should speak on behalf of the Task Force at any public meeting without prior authorization. Individuals could express their own opinions, but those opinions should be prefaced by noting that the opinions are, in fact, their own, and do not necessarily reflect a consensus of the Task Force.

Jim Illig said that he would be speaking to SPUR after this meeting. Robert O'Malley said that he would be speaking to a Haight Ashbury group. And Kim King said that she had been invited on Channel 7's Market Place TV show. She was not sure if she would actually make that appearance given her schedule.

Virginia Thomasson from the Tax Collector's Office made a presentation regarding the Payroll/Gross Receipts Tax. Task Force members had a number of questions that Ms. Thomasson was to research. These included:

- Have State funds coming to the City for in-lieu taxes (such as for banks and insurance companies) been decreasing in recent years?

- What is the delinquency rate for the Payroll/Gross Receipts Tax?
- How long does the lien process take for delinquencies?
- Chair Illig requested that a report of businesses receiving $5,000 or more in tax credits be prepared.

Mario Kashou from the City Attrorney's Office reported that a proposal for an ordinance is still in draft and is being circulated throughout the City Attorney's Office for comment. His estimation was that it would not be ready for introduction by this coming Monday, but may be for the following week.

Walter Johnson moved that Supervisor Ammiano be invited to the Task Force meeting immediately after the legislation is introduced. The motion carried with Ms. King opposing. While she did not oppose the supervisor coming to the meeting as proposed, she felt that he should also be given an opportunity to come to a meeting prior to introduction to engage in a discussion of ideas with the Task Force.

Calvin Welch then moved that staff communicate with the Board that given today's date and given that it doesn't appear that a draft ordinance will be available before at least mid-April, that it is impossible for the Task Force to complete its assigned tasks by May 1 as stated by Supervisor Ammiano is published press reports. Patricia Breslin amended this by suggesting that the communication be in written form. This motion carried, with Mr. Johnson and Mr. O'Malley in opposition.

Members the discussed the agenda for the next meeting. It was felt that a discussion of the contents and timing of an economic analysis should be discussed. A request was made to have representatives from both the budget analyst and legislative analyst be present. Staff was requested to investigate the possibility that $30,000 in an appropriation through the Small Business Commission. Staff was also asked to investigate the possibility of having firms with expertise in economic analysis attend the next meeting of the Task Force.

Mark Mosher, from the Committee on Jobs, made a presentation regarding SF Works. One method for increasing disposable income for SF residents would be to have residents at lower wages take greater advantage of the Earned Income Credit.

No public comment was forthcoming. The meeting was adjourned at approximately 11AM.

Respectfully submitted,

Steve Nelson

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

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City and County of San Francisco

Notice of Meeting and Agenda

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Living Wage Task Force **Agenda - April 15, 1999 - Page 1**

1. Call to Order/Roll Call
2. Approval of Minutes
3. Timing of Task Force's Deliberations (ACTION ITEM)
4. Contents/Timing of a Economic Impact Study (ACTION ITEM)
5. Public Comment
6. Adjournment

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4/15/99

Living Wage Task Force
Minutes for Meeting of April 15, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Walter Johnson
Kim King
Dan Martin
Rolf D. Mueller
Robert R. O'Malley
Calvin Welch
Bill Wilkinson
Kent Woo

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Staff Present
Steve Nelson

The meeting was called to order at approximately 9:20AM. After initial difficulty achieving a quorum, the Chair asked members if they wanted to change the starting time for meetings to 9:30. There was no consensus to do that, so members agreed to be present by 9AM so the meetings can start on time.

The minutes were approved with one modification regarding Mark Mosher's presentation. The Task Force wanted it stated in the minutes that Mr. Mosher roughly equated the "wages" of a person on assistance at $7.17 without housing and roughly $14 per hour with housing costs included.

Bruce Fisher announced that on May 25, there would be a workshop on living wage at a gathering called New Realities, a non-profit public policy workshop.

Jim Illig and Kim King both announced that they had been interviewed the KGO (Channel 7) TV show Marketplace, which is thought to air Sunday mornings at 10:30AM.

Deputy City Attorney Mario Kashou said that the draft ordinance is not yet completed and his best estimate of an introduction date is April 26. The City Attorney's Office is circulating the draft internally to its attorneys that work with various organizations not typically found in other jurisdictions, such as Port, Airport, and Transportation.

Ken Bruce from the Budget Analyst's Office was asked what level of support that office could give the Task Force in the economic analysis it wishes to perform. Mr. Bruce said that it was impossible for that office to provide any assistance between June 1 and about July 31, due to the review of the annual budget. It was at this point that Bill Wilkinson

said that he had met with Supervisor Ammiano on a different subject, but was told that the Supervisor felt that it was too late in the process to have the impacts of an ordinance included in the 1999-2000 budget. Rather, it appeared that any legislation passed would be effective 7-1-2000.

Legislative Analyst John Clark said that, like the Budget Analyst, the Legislative Analyst's Office would not be able to lend a greater amount of assistance to the Task Force without first getting formal approval from the Board of Supervisors.

A discussion then ensued regarding what should be included in an economic study of the living wage issue. The following components of such a study were mentioned:

1. The analysis should not look solely at the proposed legislation, but should rather branch out into areas associated with the legislation.
2. Include the proposal for implementing the living wage through bid preferences.
3. Include the alternative to increase the minimum wage Citywide.
4. What are the costs of not implementing a living wage ordinance?
5. Include a review of the City's business climate. Specifically, look at the impact on the tourism industry, on small businesses and on the labor market.
6. Where (what industries) does one find low wage workers?
7. Review the impact on Workfare employees.
8. How many people will actually be covered by the ordinance? Break this out by the type of industry.
9. What is the total net benefit to low wage workers given increases in taxes, and reductions in the earned income credit, as well as reductions in aid support?
10. What is the impact on non-profit organizations?
11. What is the impact on new job creation?
12. What industries provide entry level jobs and are these jobs more subject to technological replacement as wages increase?
13. How many of the jobs that will be impacted by this legislation fall into the category of the worker being a single parent with 1 dependent?
14. Does wage creep result from a living wage?
15. Look at the impact on the health service/delivery system.
16. Analyze the impact for all workers in the organization, not just those that are working on SF contracts.
17. How many organizations would simply cease doing business with the City rather than comply with the ordinance?
18. What kind of compliance measures are available?
19. What percentage of the benefit receiving population would actually be employed as a result of this legislation?
20. What percentage of businesses would opt to provide higher salaries and not provide health coverage?
21. Is there any data which would indicate that, given the higher wages, employees would purchase health insurance?

22. Review revenue sources which may be available to pay for the costs of a proposed living wage.

A point of consensus was reached when members agreed that the timeline for the proposed study should be limited.

Amy Herman from the Sedway Group (an organization that performed some analysis for the Mission Bay Project) said that the minimum time frame for an analysis of this type would be 2 months. That assumes that a great deal of data is, in fact, available at the start of the process. Mr. Illig asked staff to review the status of the Purchaser's study and report back at the next meeting. Ms. Herman felt that there would need to be a prioritization of the analysis questions to come in within the $50,000 budget.

Linda Chu, from Economic Research Associates, was also in attendance. Ms. Chu worked on the analysis of the San Jose Living Wage Ordinance. The work there was different, though, in that the City Manager's Office was responsible for determining the level of the Living Wage, and not for determining the policies as to who would be covered.

There was no public comment.

The meeting was adjourned at 11:25 AM.

Respectfully submitted,

Steve Nelson
Staff, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday April 22, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

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Task Force Members

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Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
Dan Martin
Rolf D. Mueller
Robert R. O'Malley
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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City Hall, Room 362
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San Francisco, CA 94102-4683

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415-554-6177 (Fax)

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Living Wage Task Force **Agenda - April 22, 1999 - Page 1**

1. Call to Order/Roll Call
2. Approval of Minutes
3. Timing of Task Force's Deliberations (ACTION ITEM)
4. Contents/Timing of a Economic Impact Study (ACTION ITEM)
5. Public Comment
6. Adjournment

45
2
22/99

Living Wage Task Force
Minutes for Meeting of April 22, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Staff Present
Steve Nelson

The meeting was called to order at approximately 9:10AM. Meeting minutes were approved without comment.

Staff was asked for an update on the Purchaser's survey. It is scheduled to be released some time April 22 or April 23. Staff was then requested to get a copy of the survey instrument itself.

Deputy City Attorney Mario Kashou said that the draft ordinance should be forwarded to Supervisor Ammiano by the April 23. He was not sure if the ordinance would be introduced on Monday or not. A question was asked of Mr. Kashou regarding whether or not legislation could designate a source of funds. Mr. Kashou said he would research that. Staff was requested to ask Supervisor Ammiano to forward the legislation to the Task Force at the same time it's introduced.

Staff was requested to get information on the following during the course of the meeting:

- An update regarding the availability of $30,000 from the Small Business COmmission to help offset the costs of an economic study.
- Copies of legislation recently enacted by LA County.
- Cost and timing of the study that the City of LA performed regarding it's Living Wage Ordinance.
- Develop a draft Request for Qualifications (RFQ) for the economic study.

There was a continuation of the discussion regarding the components of the economic analysis. Please note that the additions (shown in bold) to the following list were discussed at this meeting, but the list is all inclusive from the last meeting as well. This was done so that the list could be maintained in a complete manner.

1. The analysis should not look solely at the proposed legislation, but should rather branch out into areas associated with the legislation.
2. Include the proposal for implementing the living wage through bid preferences.
3. Include the alternative to increase the minimum wage Citywide.
4. What are the costs of not implementing a living wage ordinance?
5. Include a review of the City's business climate. Specifically, look at the impact on the tourism industry, on small businesses and on the labor market. **This analysis should be done for individual industries as results across industries may vary widely.**
6. Where (what industries) does one find low wage workers?
7. Review the impact on Workfare employees.
8. How many people will actually be covered by the ordinance? Break this out by the type of industry.
9. What is the total net benefit to low wage workers given increases in taxes, and reductions in the earned income credit, as well as reductions in aid support?
10. What is the impact on non-profit organizations?
11. What is the impact on new job creation **or job loss? This analysis should be done for individual industries as results across industries may vary widely.**
12. What industries provide entry level jobs and are these jobs more subject to technological replacement as wages increase?
13. How many of the jobs that will be impacted by this legislation fall into the category of the worker being a single parent with 1 dependent?
14. Does wage creep result from a living wage?
15. Look at the impact on the health service/delivery system.
16. Analyze the impact for all workers in the organization, not just those that are working on SF contracts.
17. How many organizations would simply cease doing business with the City rather than comply with the ordinance?
18. What kind of compliance measures are available? **What are the potential costs of these compliance measures?**
19. What percentage of the benefit receiving population would actually be employed as a result of this legislation?
20. What percentage of businesses would opt to provide higher salaries and not provide health coverage?
21. Is there any data which would indicate that, given the higher wages, employees would purchase health insurance?
22. Review revenue sources which may be available to pay for the costs of a proposed living wage.
23. **Break the analysis down into relevant subcategories such as type of business, size of business, financial impact if younger workers are excluded.**

24. **Will small business lose contracts to larger firms because the larger firms are better able to absorb the cost increases?**
25. **If goals are included in the legislation, how well does the proposed legislation meet those goals?**

Professor Michael Potapan from Cal State University, San Francisco, presented his thoughts on the issues that should be analyzed in an economic study. These included:

1. Which workers, how many workers and what current salary levels will be impacted by a Living Wage Ordinance?
2. How many of these workers are presently working with firms that contract with the City?
3. How many of these employees presently receive health benefits?
4. An estimate of the costs of the Ordinance (both wages and health benefits)
5. A review of the contour effect (also what the Task Force called the Spillover effct).
6. An analysis of the unemployment effect. Will firms that have to increase wages for low income workers simply decide to either lay these workers off or get out of that part of the business?
7. An analysis of the productivity effect. Will productivity increase as wages increase?
8. Examine income, the standard of living and poverty impacts of the proposal.
9. A review of just what constitutes a standard of living in SF and the Bay Area.
10. Who will pay the costs?
11. The income effect on the local economy as income increases in certain sectors.
12. A review of the business climate effects. What will local businesses do? Does this ordinance send a message that SF has an unfavorable climate toward business?
13. Review the cost to the City to oversee the ordinance.

Kim King asked Professor Potapan his thoughts on a Living Wage versus a minimum wage increase. His response was that the effect of a minimum wage increase, both positive and negative would be greater. He also felt that either, approved only in San Francisco, might lead businesses to want to relocate as opposed to a statewide or nationwide minimum wage increase, where it would not matter where a business was located in terms of a minimum wage.

The professor was also asked how long he thought a study would take. His admittedly rapid response was that it would take three months.

Mr. Schmidt answered questions regarding his proposal to have preference points awarded for firms paying a living wage rather than make it a strict requirement. Some concern was expressed that the proposal adequately addressed for profit firms, but not entities that lease City property, or non-profit organizations.

Two members of the public testified. Mark Taylor is the owner of a small business that deals with the City. He felt that implementation of a Living Wage Ordinance would effectively bar him from bidding on City contracts. With revenues of less than $5 million

and a profit margin less than 1%, an increase in costs would force him to either decide to not bid on City contracts, or would force his proces higher to an extent that he would not be competitive on costs with non-City contracts.

Kathleen Harrington, from Harrington's Bar and Grill, said that firms that operate on land leased from the City have no way of having their increased costs subsidized the way that a contractor with the City would. Such firms would have no alternative but to increase prices, which in turn could lead to fewer customers in markets which are already price competitive.0

The meeting was adjourned at 11:05 AM.

Respectfully submitted,

Steve Nelson
Staff, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday April 29, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

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Living Wage Task Force **Agenda - April 29, 1999 - Page 1**

1. Call to Order/Roll Call
2. Approval of Minutes
3. Presentation of Golden Gate Restaurant Association's Study (DISCUSSION ITEM)
4. Timing of Task Force's Deliberations (ACTION ITEM)
5. Contents/Timing of a Economic Impact Study (ACTION ITEM)
6. Public Comment
7. Adjournment

Living Wage Task Force
Minutes for Meeting of April 29, 1999

Members Present
Patricia Breslin
Jim Illig, Chair
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
Rolf D. Mueller
Robert R. O'Malley
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Staff Present
Steve Nelson

The meeting was called to order at approximately 9:10AM. Minutes were modified to reflect the correct spelling of Pierr Smit's name. Additionally, meeting minutes were changed to reflect that one point to be included in an economic analysis, item #23 in the minutes, be changed to include a breakdown of residents versus non-residents on City contracts.

A question was asked as to whether or not Supervisor Newsom had introduced a measure directing the Legislative Analyst to assist the Task Force its analysis and deliberations. John Clark of the Legislative Analyst's Office replied that the supervisor had. Staff was requested to ask Supervisor Ammiano to come to the next meeting of the Task Force and to ask that the Supervisor forward his proposal to the Task Force as soon as possible.

Patricia Breslin, on behalf of the Golden Gate Restaurant Association, then presented a study that it's members participated in which detailed what would happen if a Living Wage Ordinance were passed. The survey concluded that the average wages for servers in the responding establishments was $23.66, including tips. At the conclusion of this presentation, Ms. Brelsin asked that each of the various sectors of business in the City try to conduct a similar survey. Bill Wilkinson asked Walter Johnson to see if the Hotel and Restaurant Workers would be willing and able to provide a profile of its represented workforce at a future meeting.

Public testimony on this matter came mainly from various restaurants that are on City property, and mainly those leasing space from the Port. Helen Hobbs, from Tia Margarita on Clement Street, said that a tip credit was needed to ensure that those needing the

assistance of a living wage get it while not increasing the base salaries of those tipped employees who, with tips, make much more than the level of the living wage.

The owner of the Fog City Diner said that in a study of their receipts for March, 1999, a $12 living wage would require prices at that establishment to increase by some 30%. He felt that this would effectively put him out of business given the high level of competition among restaurants in the City. He felt a tip credit would be an enormous help to him.

Kevin Leslie, President of the Golden Gate Restaurant Association, and the head of the Fransiscan Restaurant at Fisherman's Wharf, stated that the Port does charge a market rate for rent. He also felt that without a tip credit, the people that would benefit the most from a living wage would be the tipped waiters and other "front of the house" employees. The back of the house employees, the employees he feels need the most assistance, would not be helped as much.

Calvin Welch asked if San Francisco could implement a tip credit when the State of California does not. Deputy City Attorney Mario Kashou felt it would not be a problem.

Robert Lehman, an economic analyst and a person involved with San Franciscans for Tax Justice, said that in the 1990 census, there were 25,000 people identified as working in the San Francisco food services industry. Of those, 80% were residents of the City. The median wage in 1990 for all of these workers was $12/hour.

Mary Ann Costello of the Fisherman's Wharf Association expressed a deep concern about unfair competition if a living wage ordinance were passed, as restaurants operating on City property, such as the Wharf, would have their costs increased, while competitors just a block away, would not have these pricing pressures.

Jolyn Lockley, a recruiter for the food services industry, said that data from the 1990 census is no longer valid. In an industry such as food services, if a cost goes up in one sector of the business, either prices must go up, or an offsetting cost decrease in another area must take place.

Kathleen Harrington said that her establishment is very representative of restaurants leasing their land from the City. She felt that it would cause her to increase her prices to too high a level to sustain business.

When Jim Illig asked if there was a consensus that a Living Wage Ordinance should include a tip credit. Mr. Johnson deferred from agreeing on that point at this time, saying that he needed additional information before agreeing or disagreeing.

Kim King felt that firms leasing property from the City should not be included in the Living Wage Ordinance.

Staff was asked to prepare a list of firms leasing property from various City agencies, including Real Estate, the Port, Rec Park, the Public Utilitier Commission and the Redevelopment Agency.

Discussion then turned to the proposed RFP for an economic study. Chair Illig felt that the Task Force should be mentioned in the introduction. Bill Wilkinson and Rolf Mueller made a motion that the purpose and status of the Task Force be included in the introduction. This motion passed with Mr. Welch dissenting. It was suggested that the scope of work be amended to include periodic reports to the Task Force, as well as coordination with the Legislative and Budget Analyst's Office. Mr. Welch felt this would result in a process that would be acceptable to the Board of Supervisors. He felt that any level of disagreement that the Budget Analyst had with the presumptions made by the consultant would doom the report once it got to the Board.

Steve Nelson offered, as part of the selection process, to have a subgroup of the task force participate in the review of proposals. It is anticipated that the analysis could start as early as June 1, and be completed in late August or early September.

During public comment, Mr. Lehman felt that there should be extensive telephone follow-up with vendors to ensure the widest possible array of information being returned. Staff was requested to contact contract managers in various departments to ensure that they also follow-up with their vendors.

The concept of the RFP was approved by the Task Force unanimously.

The meeting was adjourned at 11:30 AM.

Respectfully submitted,

Steve Nelson
Staff, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday May 6, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
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Living Wage Task Force **Agenda - May 6, 1999 - Page 1**

1. Call to Order/Roll Call
2. Approval of Minutes
3. Presentation of the Living Wage Ordinance (DISCUSSION ITEM)
4. Timing of Task Force's Deliberations (ACTION ITEM)
5. Report on Economic Impact Study (DISCUSSION ITEM)
6. Public Comment
7. Adjournment

5

/99

Living Wage Task Force
Minutes for Meeting of May 6, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
Rolf D. Mueller
Robert R. O'Malley
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Staff Present
Steve Nelson

The meeting was called to order at approximately 9:05AM. While no changes were made to the minutes, Bill Wilkinson asked that the minutes include a greater amount of description of the discussion items and points made during the meetings. Patricia Breslin asked that the minutes be available to Task Force members by Monday prior to the meeting.

The draft RFP was then distributed and comments were requested. Calvin Welch asked that lease data be obtained and split between non profit and for profit businesses. Mr. Wilkinson asked that part 1 of the Scope of Work include an analysis of low wage workers in San Francisco, not just those to be covered by the ordinance. Kent Woo reminded the Task Force that it had agreed that the title of part 2 of the Scope of Work should be Effects on Business and Non-Profits. Steve Nelson agreed to make those changes. Mr. Nelson also reported that the Mayor's Office had asked each department to review the impact of the proposed Living Wage Ordinance on its operations and report back.

Members were then polled to see what the response was to inquiries made to their appointing supervisors regarding the continuation and possible extension of the Task Force.

Calvin Welch	Supervisor Bierman agreed to extend if needed to get more information
Bill Wilkinson	Supervisor Leno agreed to extend
Bruce Fisher	Supervisor Katz agreed to extend
Earl White	Supervisors Brown and Becerril agreed to extend
Kent Woo	Supervisor Teng agreed to extend
Rolf Mueller	Supervisor Yee wants to know the impact before casting a vote
Patricia Breslin	Supervisor Yaki wants a thorough analysis before voting

Jim Illig	Supervisors Kaufman and Newsom both agreed to extend if more time was needed to analyze the proposal

As a result of this poll, Chair Illig moved that staff should write a letter to the Board asking for an extension of the life of Task Force until the end of September. Mr. Welch felt that it would be more prudent to extend the life to the end of December. Mr. Fisher proposed a 12/31/99 timeline, and that the transmittal letter should include the steps the Task Force has proposed, including the economic study and public hearings. MR Wilkinson seconded this motion. Mr. White asked that a firmer timeline be included in the letter. Mr. Nelson proposed that the contract be let on June 5, 1999 and that the report be finalized on September 1, 1999. The Task Force would make its recommendations to the Board no later than November 1, 1999. With the modifications suggested by Mr. White, the motion passed unanimously.

John Clark, from the Legislative Analyst's Office, then presented his report on the major policy issues involved in the legislation. A great many questions were asked, mostly regarding health care and the manner in which the ordinance would be administered. This presentation was not completed, and Mr. Clark was asked to return to finish his presentation at the next meeting.

Mr. Wilkinson then suggested that the Task Force had to develop a framework for how its deliberations would be handled and how reports would be made to the Board of Supervisors. Mr. Illig thought that the Task Force should start discussing issues as early as next week. Mr. Fisher felt that it would be better to look at the timing of the dicsussion and recommendations on each issue, and then move through issue by issue with the analysis, schedule public hearings on each issue, look at the timing of the discussion and recommendations on each issue, and then how the Task Force votes on each issue at next week's meeting. That suggestion was acceptable to the Task Force and will be scheduled for next week's agenda.

At public comment, Kathleen Harrington asked the Task Force not to schedule separate hearings on each issue and restrict public comment on those issues only to those meetings as some members of the public can't attend multiple meetings and their opinions and concerns should be voiced to the Task Force when those members of the public are available.

The meeting was adjourned at 11:30AM.

Respectfully submitted,

Steve Nelson
Staff, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

99

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday May 13, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

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Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
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Living Wage Task Force **Agenda - May 13, 1999 - Page 1**

1. Call to Order/Roll Call
2. Approval of Minutes
3. Report on Economic Impact Study (DISCUSSION ITEM)
4. Timing of Task Force's Deliberations (ACTION ITEM)
5. Presentation of the Living Wage Ordinance - Legislative Analyst's Outline of Policy Issues (DISCUSSION ITEM)
6. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
7. Public Comment
8. Adjournment

LIVING WAGE TASK FORCE

May 13, 1999

The Minutes of this meeting are missing.

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DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

/99

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday May 20, 1999 9:00AM - 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Walter Johnson
Kim King
Alina G. Laguna
Dan Martin
Rolf D. Mueller
Robert R. O'Malley
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

99-05-20A11:32 RCVD

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The Task Force may be contacted through its Clerk, Steve Nelson, as follows:

Living Wage Task Force
City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

415-554-6171 (Voice)
415-554-6177 (Fax)

Disability Access

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1. Call to Order/Roll Call
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3. Presentation by Erica Schoenberger (DISCUSSION ITEM)
4. Report on Economic Impact Study (DISCUSSION ITEM)
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DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

May 17, 1999

The Honorable Board of Supervisors
City Hall, Room 235
San Francisco, CA 94102

Dear President Ammiano and Members of the Board of Supervisors:

This letter is written pursuant to an action taken at the May 13, 1999 meeting of the Living Wage Task Force. The purpose of this letter is to advise the Board of the timeline for deliberations on the proposed Living Wage Ordinance and respectfully requesting that the Board amend its legislation to extend the life of the Task Force to December 31, 1999.

The Task Force has requested that an economic analysis of the proposed legislation be undertaken. The Department of Administrative Services has released a Request for Proposal to accomplish that task, and is in the process of determining if any existing contracts are in place, which could be modified to allow for a more speedy contracting process. However, as of the writing of this letter, such an existing contract has not been determined.

The Task Force will also be holding a series of meetings to get input from the public on the provisions of the Living Wage Ordinance. This will be done at the same time the analysis is performed.

Once the analysis if performed and delivered, the Task Force would need a period of time to review the report and to formulate its recommendations to the Board of Supervisors. This timeline assumes that rather than finding an existing contractor, an RFP is let. Please note also that three separate firms have stated that an economic analysis will take approximately three months. In all, the timeline is as follows:

CITY HALL, ROOM 362, 1 DR. CARLTON B. GOODLETT PLACE, SAN FRANCISCO, CA 94102-4683
TELEPHONE (415) 554-6171; FAX (415) 554-6177

Release of RFP	May 14, 1999
Bids Due	May 28, 1999
Selection of Contractor	June 5, 1999
Economic Analysis Completed	September 1, 1999
Recommendations to Board of Supervisors	November 1, 1999

Note that this time frame will be reduced by two to three weeks if an existing contract can be modified.

The Task Force fully expects to meet the November 1, 1999 goal, but is requesting the extension to December 31, 1999 so that, should either the report or the deliberations slip, there would not be a need to request another piece of legislation to expand the Task Force.

Sincerely,

Steve Nelson
Clerk, Living Wage Task Force

5

20/99

Living Wage Task Force
Minutes for Meeting of May 20, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNashoka Johnson
Walter Johnson
Kim King
Rolf D. Mueller
Robert R. O'Malley
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Staff Present
Steve Nelson

The meeting was called to order at 9:10AM. Robert O'Malley asked that the minutes be changed to reflect the fact that a question was asked of the City Attorney's Office regarding the applicability of the proposed ordinance on the Housing Authority, the Redevelopment Agency, the Unified School District and the Community College District. With the change, the minutes were passed unanimously.

Erica Schoenberger, a Johns Hopkins University professor visiting this semester at uc Berkeley, made a short presentation to the Task Force regarding the Baltimore Ordinance. She stated that Baltimore's $7.70 living wage allows a family of four to live, and that the rate was now pegged to inflation. Her analysis indicated that Baltimore's costs, based on a study of 26 contracts, had increased by only 1.1% since the inception of the program. Inflation had risen at least that much, so she felt that there was virtually no real impact on costs of implementing a Living Wage Ordinance. She felt this was due to a mix of three factors. First, competitive pressures within the firms that bid on services acted to keep costs down. Second, some costs were made up through efficiency gains. Third, there was a reduction in costs because of lower costs related to employee turnover. Professor Schoenberger said that her study indicated that some 1,500 jobs were affected by the ordinance, although some other estimates put that number as high as 4,000. The goals that were achieved included the fact that the city had established that the people that provide services for the city are not paid a poverty level wage, and second that people felt better about their jobs and about themselves.

Steve Nelson informed the Task Force that it appeared that the Urban Institute would be able to provide the required services for the economic analysis and that he hoped that he

would be able to inform the task force next week that they were, in fact, under contract at that point.

Mario Kashou reported on a number of questions that had been asked at the previous meeting:

1. The employer must pay the group rate for health costs.
2. The legislation did not specify whether the administering agency has to check each and every health plan.
3. Employees can opt out of the health provisions, but they must be offered either the health coverage or the equivalent cash payment and decline both, without coercion.
4. The Living Wage Ordinance would apply to sub-tenants and subcontractors.
5. Contracts between the City and the Redevelopment Agency, the Housing Authority and the two school districts must conform to the ordinance, as must any contracts performed by these agencies on land owned by the City.
6. The intent of the ordinance was to cover golf courses.
7. The CPI indicator is correctly identified as the San Francisco-Oakland-San Jose area.

Patricia Breslin questioned when amendments to a property contract would trigger coverage of the ordinance.

NaNaoshka Johnson asked if an insurance pool of some kind could be developed. Mr. Nelson replied that such a pooling concept was already under investigation on a similar matter.

During public comment, Steve Vernon, chair of the IHSS Board of Directors, asked for clarification on the health coverage. Does the ordinance say that even part time workers must be covered as though they were full time employees? Mr. Kashou replied that the ordinance is unclear but that it was likely the health coverage would only be a pro-rata share based on the percentage of time an employee works.

The meeting was adjourned at 11:10 AM.

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

99

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday, May 27, 1999 9:00AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin	Bruce Fisher, Vice Chair
Jim Illig, Chair	NaNashoka Johnson
Walter Johnson	Kim King
Alina Laguna	Dan Martin
Rolf D. Mueller	Robert R. O'Malley
Lucia M. Rodriguez	Calvin Welch
Earl H. White	Bill Wilkinson

Kent Woo

Task Force members unable to attend the meeting are requested to contact staff no later than noon on the Tuesday prior to the meeting.

The Task Force may be contacted through its Clerk, Steve Nelson, as follows:

Living Wage Task Force
City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4683

415-554-6171 (Voice)
415-554-6177 (Fax)
steve_nelson@ci.sf.ca.us (E-Mail)

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1. Call to Order/Roll Call
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4. Report on Economic Impact Study (DISCUSSION ITEM)
5. Timing of Task Force Deliberations (ACTION ITEM)
6. Presentation of the Living Wage Ordinance – Legislative Analyst's Outline of Policy Issues (DICSUSSION ITEM)
7. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
8. Public Comment
9. Adjournment

Living Wage Task Force
Minutes for Meeting of May 27, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Kim King
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson

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Members Not Present
Alina Laguna
Rolf D. Mueller
Kent Woo

Staff Present
Steve Nelson, Clerk
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:35AM. Requested changes to the minutes were as follows:

Calvin Welch asked that the minutes read that Erica Schoenberger had not read the proposed San Francisco Ordinance. Bill Wilkinson asked that the minutes be changed to show that Ms. Schoenberger did not perform any measurements to explain why the costs of implementing the Baltimore Ordinance were low. Patricia Brelsin asked that the minutes be changed to reflect a change of the word fact, to the word belief, in regard to Ms. Schoenberger's representations of the impact of the Baltimore Ordinance. The minutes were also changed to reflect the fact that the largest group of employees covered by the Baltimore Ordinance appeared to be part time bus drivers.

Mr. Wilkinson asked that the minutes show that Supervisor Ammiano did not appear at the Task Force. He also asked that a report on attendance at the Task Force be prepared, and that the minutes be modified in the future to include not only which members were present, but which were not.

Jim Illig asked if it would be appropriate to prepare a list of questions to the Supervisor as he had understood the Supervisor would answer such questions in writing. Mr. Welch and Earl White both felt it would be more appropriate to let the Supervisor know that he had a standing invitation to address the Task Force and asked that a continuing item be placed on the agenda which would allow that to happen.

Ms. Breslin requested staff to prepare a list of all encroachment permits.

Mr. Illig announced that Alina Laguna would be resigning from the Task Force due to job commitments that would not allow her to attend meetings for three months.

Mr. Welch asked for a review of prior meetings to determine if Robert O'Malley had voted for the motion calling for a letter to be sent to the Board of Supervisors asking that the life of the Task Force be extended. A review of the minutes indicated that My. O'Maley had voted for the motion.

Ms. Brelsin called on all Task Force members to attend Tuesday's Board of Supervisors meeting at which measures by Supervisor Kaufman and Supervisor Teng would be discussed that had specific bearing on the future of the Task Force.

Steve Nelson reported that the Urban Institute, while not under contract, had agreed to perform the economic analysis and that they would present a scope of work to Mr. Nelson by next Tuesday.

Bruce Fisher then had read into the record a letter signed by over 30 non-profit organizations calling for an economic analysis.

John Clark, from the Legislative Analyst's Office, continued his presentation of the policy issues involved in the proposed legislation. In response to a question about poverty level income, he reported that a family of three would require more than $13,880 to be above the poverty level, while a family of four would require an income greater than $16,700 ($8.35/hour). ABAG estimates that the average size of household in San Francisco is .467. Mr. Welch asked that this figure be verified with the Departmetn of Human Services.

In regard to waivers, Mr. Clark felt that it was the sponsor's intention to have a "high bar" for waivers to the ordinance.

Mr. Welch felt it was hypocritical for the Board to ask non-profits to pay a living wage, and then not give them the funds to pay it, particularly given that the Board is well aware that the costs for non-profits to provide services are far less than that of City employees.

Ms. Breslin asked why the PUC exemption existed. The repose from both Mr. Clark and Mario Kashou was that the exemption was a holdover from the Equal Benefits Ordinance.

Mr. Kashou the answered Ms. Breslin's question from last week regarding when an amendment on a property lease would require the application of the proposed ordinance. It would occur only when a formal signed amendment was implemented, and not because rent might increase because of previously stipulated contract language.

Staff was asked to request the Human Rights Commission and the Commission on the Status of Women to forward copies of any reports to the Task Force which might analyze the impact of the legislation on Minority or women owned businesses.

At public comments, Pat Christensen, from the SF Independent Newspaper, asked for the letters and statements that Mr. Illig and Mr. Fisher had prepared.

Ms. McGinn, who operates a deli on Potrero Hill and a café at the Airport, felt that the proposed ordinance would put of lot of people out of business.

Staff was requested to forward meeting notices to the Independent, the Examiner, Chronicle, the SF Weekly, the Bay Guardian and the Bay Area Reporter.

The meeting was adjourned at 11:35.

Respectfully submitted,

Steve Nelson

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

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Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

06-04-99A10:27 RCVD

Thursday, June 3, 1999 9:30AM – 11:30AM
NOTE CHANGE OF THE STARTING TIME OF THE MEETING
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Jim Illig, Chair
Kim King
Lucia M. Rodriguez
Earl H. White

Bruce Fisher, Vice Chair
NaNoshka Johnson
Rolf D. Mueller
Calvin Welch
Bill Wilkinson

Kent Woo

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City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4083

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415-554-6177 (Fax)
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3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION ITEM)
4. Response to Resignations from the Task Force (ACTION ITEM)
5. Report on Economic Impact Study (DISCUSSION ITEM)
6. Timing of Task Force Deliberations (ACTION ITEM)
7. Reaction to the Outcome of the Tuesday Meeting of the Board of Supervisors (ACTION ITEM)
8. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
9. Public Comment
10. Adjournment

Living Wage Task Force
Minutes for Meeting of June 3, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Kim King
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Bill Wilkinson
Kent Woo

Members Not Present
Earl H. White

Staff Present
Steve Nelson, Clerk
Rachel Arnstine-O'Hara, Clerk
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:40AM. Requested changes to the minutes were as follows:

Jim Illig asked that the statement that he had read at the last meeting be attached to the minutes. That statement has been attached to this set of minutes. It was further requested that the minutes be changed to show that statements had been made that funds to pay for the increased costs of a Living Wage Ordinance could be budgeted in a central fund and then allocated to departments. In addition, a statement was that it would also be possible for the Controller to issue a blanket statement in the Annual Appropriation Ordinance stating whether or not sufficient funds existed in departmental budgets to pay the increased costs of living wages, and, if not, that a blanket waiver be issued for contractors with the particular department.

Those corrections having been made, the minutes were approved.

Staff was requested to contact Supervisor Ammiano's Office in regard to the Supervisor's appointment to the Task Force. Staff was also requested to contact the following departments in regard to property contracts that the City lets:

Community Development
Redevelopment Agency
Housing Authority

Public Works (for encroachment permits)

Steve Nelson discussed the proposal from the Urban Institute. Mr. Nelson commented that the Institute would be developing a survey instrument that would study the impacts of the ordinance on property contracts. Calvin Welch wanted the record to show that, while a survey of service providers had been undertaken, no mention of a property survey had been made until the Task Force asked for it.

Bruce Fisher asked what the status of the Zoo was under this proposal. John Clark responded that it was his understanding that the Zoo was considered a service contract and, as such, would be covered by the ordinance.

In response to an inquiry from Patricia Breslin, Mario Kashou stated that the agreement for the City to provide a white zone for parking would trigger compliance if that white zone was granted for a single business as opposed to a particular area or group of businesses.

Ms. Breslin then asked if assignment leases would be covered by the ordinance and asked Nuncio Alioto to explain the concept of assignment leases. Mr. Alioto stated that he had a long term lease with the Port for 20,000 square feet of space, but also had a 30 day renewable agreement for about 1,500 square feet. His question was whether the short term lease would impact the longer term lease in terms of triggering the ordinance. Mr. Kashou and Mr. Nelson both felt that the ordinance would be triggered given the 30 day nature of the lease, but would only apply to employees working in the 1,500 square foot space, not the entire space leased by the company.

Mr. Kashou, in response to a question from last week, stated that the sponsor's intent was not to exempt PG&E from the ordinance through the exemption granted for PUC and that, in fact, it did not appear that the PUC exemption applied to PG&E since it provided service to customers within San Francisco. Mr. Kashou said he would ask others within the City Attorney's Office what the true intent of the PUC exemption is.

Mr. Nelson was asked to include in the lease survey a question as to whether or not the lease holder also had a service contract with the City.

A statement was made that the Labor Council would be issuing an economic study performed through UC Berkeley. Mr. Nelson was asked to get a copy of that study and to also invite the authors to address the Task Force when it was made public.

The results of the Tuesday meeting of the Board of Supervisors were then discussed. Given that Supervisor Kaufman's legislation was sent to committee, Mr. Welch felt it would be prudent for the Task Force to contemplate their own demise. While he felt that the Task Force should still push for an extension, he also felt it would be prudent to consider a series of recommendations to be forwarded to the Board of Supervisors should the extension not be approved. Staff was requested to invite Supervisor Kaufman or her

aide to the next meeting to discuss the intent of the legislation and what the plan is now for extending the life of the Task Force.

A motion was made that the Task Force prepare a series of recommendation by July 12 (the date the Task Force expires) which discuss both the good and bad points of the legislation. This motion passed unanimously.

During public comment, Mr. Alioto reiterated his questions regarding leases.

The meeting was adjourned at 11:40AM.

Respectfully submitted,

Steve Nelson
Clerk, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

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JUN 14 1999

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Thursday, June 10, 1999 9:30AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Jim Illig, Chair
Kim King
Lucia M. Rodriguez
Earl H. White
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Kent Woo

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4. Discussion of Legislation Extending Life of the Task Force (DISCUSSION ITEM)
5. Report on Economic Impact Study (DISCUSSION ITEM)
6. Timing of Task Force Deliberations (ACTION ITEM)
7. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
8. Public Comment
9. Adjournment

/99

Living Wage Task Force
Minutes for Meeting of June 10, 1999

Members Present
Patricia Breslin
Jim Illig, Chair
NaNoshka Johnson
Kim King
Lucia M. Rodriguez
Calvin Welch
Bill Wilkinson
Kent Woo

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Members Not Present
Bruce Fisher, Vice Chair
Rolf D. Mueller
Earl H. White

Staff Present
Steve Nelson, Clerk
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:50AM. Because of a Board of Supervisor's Committee Meeting, item 4 was called out of order. Supervisor Kaufman explained what would happen with the legislation she proposed to extend the life of the Task Force. As it was on the Board calendar for action without reference to committee, a unanimous vote would have been required to pass the resolution. When Supervisor Ammiano announced that he would vote against it, the only way in which the measure could be kept alive was to refer it to committee, which Supervisor Kaufman did. She plans, along with five other supervisors, to call it out of committee on Monday, where it will be voted on. The Supervisor will also propose a change in the resolution which would give the Task Force a certain amount of time after the submission of the economic analysis to complete its deliberations and forward recommendations to the Board. After some discussion, it was decided that 10 weeks would be sufficient time for the Task Force to take the contents of the economic analysis into account when developing its recommendations.

The minutes were then reviewed. Jim Illig asked that his statement be attached to the next set of minutes. When a question was asked about encroachment permits, Mario Kashou stated that Supervisor Ammiano may be considering an amendment whereby encroachment permits would not be covered. Lucia Rodriguez asked if the information she had requested regarding small business, as well as M/WBE firms had been gathered. As of the writing of these minutes, it had not. With no other comments, the minutes were approved.

Mr. Kashou then proceeded to provide answers to a series of questions asked by Nunzio Alioto. The first question dealt with whether leases were covered by the ordinance. They are. However, in the specific case Mr. Alioto brought up, the 30 day renewable lease would trigger the ordinance only for employees working more than 10 hours a week at that particular site, not for his whole business.

If there is a loss in the value of the leasehold because of the ordinance, the City holds no liability for that loss. At the time the presumed loss would occur, that is, at the time of a lease renewal, the lessee has the option of presenting information which would show that a loss has occurred and ask for compensation in the form of lower rent.

Could the City provide a subsidy to lessees covered by the ordinance. The answer is yes, but it is not likely that such a subsidy would be included as a provision in this ordinance.

Mr. Kashou also stated that he was still in the process of investigating the portion of the ordinance which exempts certain PUC contracts.

Mr. Kashou stated that banks were exempted as a policy matter. The exemption from the Equal Benefits Ordinance for banks was put in at the request of the Treasurer and it was decided to extend that exemption to this proposal. However, banks could legally be covered by the ordinance.

Steve Nelson presented an update on the economic report. The scope of work has been finalized, and will be presented to the Task Force at its next meeting. Michael Potapan has agreed to make periodic presentations to the Task Force as segments of the study are completed. The property study which will be undertaken is being refined to include a series of questions related specifically to leases let by the Port. It is anticipated that the study will be completed by 9/15.

Mr. Illig asked John Clark to present an analysis of the Berkeley study at the next meeting of the Task Force.

A brief discussion of the method in which the Task Force would forward its report to the Board then ensued. It was agreed that absent an eight member majority for a recommendation, the Task Force would forward a list of concerns to the Board, in priority order.

The first concern raised was by Kim King, who thought that the idea of having businesses on City property is not right. Mr. Welch agreed for the most part, but felt that businesses which get below market rate rent or some other benefit should be covered.

No one testified at public comment and the meeting was adjourned at 11:40AM. After this, Mr. Welch stated that he felt that the Task Force should hear public testimony on the results of the study and that at least one full meeting should be devoted to hearing public comments on the recommendations of the Task Force.

The meeting was adjourned at 11:40AM.

Respectfully submitted,

Steve Nelson
Clerk, Living Wage Task Force

Statement on the Resignation of Dan Martin, Walter Johnson and Robert O'Malley from the City's Living Wage Task Force

By Jim Illig, Chairman of the San Francisco Living Wage Task Force

May 27, 1999

I was both surprised and concerned to learn that three of our fellow appointees have chosen to resign from the City's Living Wage Task Force. I can probably speak for the remaining members by saying that the knowledge and perspective that these three individuals brought to our group will be missed.

The Board of Supervisors unanimously created and charged this citizens Task Force to carefully consider Living Wage proposals and offer out recommendations before these proposals are brought before the Board for a vote. I am confident that our remaining members are dedicated to completing this assigned task. Our work will continue.

Charges by some members of the Living Wage Coalition that the City's Living Wage Task Force is "stalling" are groundless. The Task Force was seated in March to deliver Supervisor Ammiano's proposed ordinance. The members of the Living Wage Coalition have worked in private over the last several months on a number of drafts of the proposal that they chose not to share with this task force or the nonprofits and small businesses it will affect. Out charge is to analyze proposed legislation. If they don't deliver it, they can't blame us for not analyzing it.

After keeping the Task Force waiting for several months, the Living Wage Coalition apparently expects members to cut corners on an analysis of what could be one of the broadest and most costly Living Wage ordinances ever proposed. Cost estimates have ranged from $10 million to $192 million per year, and the authors have yet to explain how many workers are covered, how the ordinance will be paid for and how it will be administered and enforced.

In short, it is most unfortunate that our three colleagues chose to leave at the precise moment that this Task Force, and the Supervisors they represented, needs them most.

I want to thank the other Task Force members for their continued commitment in serving the Board and the citizens of San Francisco to ensure that San Francisco adopts a reasonable, effective Living Wage proposal that alleviates poverty without hurting the very people we are trying to help.

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

99

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday, June 17, 1999 9:30AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Jim Illig, Chair
Kim King
Lucia M. Rodriguez
Earl H. White
Bruce Fisher, Vice Chair
NaNoshka Johnson
Rolf D. Mueller
Calvin Welch
Bill Wilkinson

Kent Woo

Task Force members unable to attend the meeting are requested to contact staff no later than noon on the Tuesday prior to the meeting.

The Task Force may be contacted through its Clerk, Steve Nelson, as follows:

Living Wage Task Force
City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4083

415-554-6171 (Voice)
415-554-6177 (Fax)
steve_nelson@ci.sf.ca.us (E-Mail)

Fax copy 1st posted 6/16/99

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1. Call to Order/Roll Call
2. Approval of Minutes
3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION ITEM)
4. Analysis of Berkeley Study (DISCUSION ITEM)
5. Report on Economic Impact Study (DISCUSSION ITEM)
6. Timing of Task Force Deliberations (ACTION ITEM)
7. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
8. Public Comment
9. Adjournment

/99

Living Wage Task Force
Minutes for Meeting of June 17, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Members Not Present
Kim King

Staff Present
Steve Nelson, Clerk
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:45AM.

Bill Wilkinson asked that the minutes be modified in the future so as to include more of the discussion points. He felt they were too abbreviated. Lucia Rodriguez asked that the minutes be modified to include more about her request for information related to the number of M/WBE firms that would be impacted by an ordinance, the number of small businesses impacted by the ordinance and the number of employees that these firms have who, in turn, might be impacted. The minutes were approved with these modifications.

John Clark, from the Board of Supervisors' Legislative Analyst's Office, then presented his review of the Berekeley study on the Living Wage Ordinance. He prefaced his remarks by saying that Professor Michael Reich had offered to make a presentation to the Task Force, now scheduled for the next meeting, and also that the professor understood that there were limitations in his study due to the data that he was using. The professor told Mr. Clark that if he were to receive the data from the Purchaser's study, he would continue his research.

Mr. Clark made the following points about the study:

1. Data for the Bay Area, and generally data that dates back to the 1990 census was used in the analysis.
2. The study uses the benchmark of one working adult making a sub-living wage and one dependent being in the household. Jim Illig noted that the study estimates 39-

44% of all SF workers live alone, and asked Mr. Clark to research the author's 1996 citation of $7.81 as the "self-sufficiency standard" for a single adult in SF.

3. From the 1990 census data, it was determined that 73.5% of low wage workers in San Francisco live in the City.
4. There was a brief discussion in the report of the possibility of job loss as a result of a living wage ordinance.
5. The SF specific contract information was generated through use of a report from the Controller's Office that listed contractor name and little else, and then research into publicly available information about the firm. The sources of information about the firms tended to have a much higher level of information for industrial firms as opposed to service organizations.
6. The multiplier effect quoted in the study would be for the City economy as a whole, and not for revenues flowing back to City government.
7. The assumption made regarding costs is that all costs for non-profits will be borne by the City and that 1/3 of the costs for for-profits would be borne by the City. Calvin Welch asked that this be highlighted in the minutes, as this was the first time that anyone associated with the Living Wage Coalition had made such a statement.
8. Baltimore is now showing some higher contract cost increases as multi-year contracts are renegotiated.
9. In reaction to a comment by Mr. Illig that he had some concern that the report seemed to indicate that health costs for the City would decrease as more employees received health care insurance, Mr. Clark commented that he thought the cost savings for General Hospital was too high.
10. In reaction to a comment by Bruce Fisher saying that he thought that the cost estimates for wage compression was too conservative, Mr. Clark commented that he thought that the salary pressures on non-profits would indeed be high.

Patricia Breslin questioned the productivity impact of the pay increases as pay increases are typically based on merit rather than on mandate. She expressed concern that the ordinance might result in job loss.

The Task Force then asked that Professor Reich be invited to the next meeting. Mr. Clark will extend that invitation.

Steve Nelson reported on the status of the economic analysis. Mr. Nelson said that the Urban Institute had responded to the scope of work with a slightly revised, yet very comprehensive scope of their own and that work was commencing. The survey instrument for the property study had not yet been completed, and Mr. Nelson thought that he would be able to distribute the results of the Purchaser's survey at the next meeting. During this presentation, a great many questions were asked about the cost savings that General Hospital might achieve through the passage of this ordinance. Mr. Nelson was asked to invite a representative of the Health Department to a future meeting to discuss this matter.

Mr. Fisher than suggested that the Task Force might want to break itself into sub-committees to discuss issues surrounding the ordinance and that it might also be

worthwhile exploring whether a minimum number of people needed to express a concern about an issue before it would be discussed. The idea of subcommittees was rejected, as other members thought the process would become too burdensome.

Mario Kashou presented the answers to two questions from a previous meeting,. The first, dealing with the PUC exemption language, was still under investigation, but that another attorney from the City Attorney's Office, as well as a representative from the PUC, perhaps Anson Moran, the General Manager, would address this issue at a future meeting.

The second question dealt with the applicability of the ordinance if the City should hold a second mortgage on a property. Mr. Kashou said that the ordinance applies to property that the City owns and has exclusive use of. In the case of a second mortgage, neither of these conditions applies, so the ordinance would not be triggered.

Mr. Kashou also commented that, based in part on concerns raised by the Task Force, amendments were being considered by Supervisor Ammiano.

At public comment, an employee of the Port distributed a letter sent by the Port to the Board of Supervisors expressing their concern about the ordinance as it applied to Port tenants as well as stating that the Port was still working to get its questions included in the property survey.

The question of future meeting schedules was brought up and Mr. Illig asked all members to come next week with their schedules for the summer.

The meeting was adjourned at 11:40AM.

Respectfully submitted,

Steve Nelson
Clerk, Living Wage Task Force

DEPARTMENT OF

ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

Fax Copy 1st Postal 6/21/99

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Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday, June 24, 1999 9:30AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

06-24-99A10:49 RCVD

Task Force Members

Patricia Breslin	Bruce Fisher, Vice Chair
Jim Illig, Chair	NaNoshka Johnson
Kim King	Rolf D. Mueller
Lucia M. Rodriguez	Calvin Welch
Earl H. White	Bill Wilkinson

Kent Woo

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City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4083

415-554-6171 (Voice)
415-554-6177 (Fax)
steve_nelson@ci.sf.ca.us (E-Mail)

Disability Access

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1. Call to Order/Roll Call
2. Approval of Minutes
3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION ITEM)
4. Discussion of Berkeley Study, Professor Michael Reich (DISCUSION ITEM)
5. Report on Economic Impact Study (DISCUSSION ITEM)
6. Timing of Task Force Deliberations (ACTION ITEM)
7. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
8. Public Comment
9. Adjournment

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Living Wage Task Force
Minutes for Meeting of June 24, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

Members Not Present
Kim King

Staff Present
Steve Nelson, Clerk
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:35AM.

The minutes were approved as submitted.

Michael Reich, professor at UC Berkeley, and author of an alternative economic analysis of a living wage study, made a presentation regarding his study. Not having the data from the Purchaser's survey, he used publicly available information as well as census surveys. Data from 1996 through 1998 was used from the census data. He tried to be conservative in his estimates, so he kept the costs higher and the benefits lower. For example, he used salary data for the Bay Area, rather than San Francisco specific data. Thus, since salaries in San Francisco are typically higher, the costs that he would have estimated would have been higher. The professor felt that both direct surveys and other data should be used since problems with surveys can result from low response rates, as well as the manner in which the survey was presented. The $32 million cost estimate did not assume passage of the home health care bill currently before the State Legislature. The cost of health care was estimated at $1.50 per month. As the cost may be lower, the cost of the ordinance could be lower. The professor did not feel that a total pass though of non-profits would be needed since the larger organizations would have some ability to maintain existing staff, reduce the costs of training and turnover. In terms of for profits, he felt that the bidding climate might act to keep the costs of this ordinance down. In response to a question from Jim Illig, the study started in March, but no serious work was done until early May.

Mr. Welch asked a question about why the study assumed a pass through to no-profits. The conclusion was that it was prudent to assume a full pass-through. That resulted in the most conservative cost estimate in terms of costs to the City. In response to a question about the lease survey, he felt that the impact on the City of the lease portion of this measure would be minimal. However, this did not mean that the impact of the legislation on leaseholders would be minimal.

Mr. Illig felt that the study underestimated both the number of non-profits and the cost to the non-profits. Patricia Breslin was concerned about the study as it relates to restaurant workers. Should a tip credit be applied to income in calculating the qualifications for a living wage? Professor Reich felt that it would be appropriate to include such a credit, but did not have a good working knowledge of the tip credit.

Lucia Rodriguez asked a question about the impact on small business, as well as women and minority owned business. Professor Reich replied that he did not have that level of detail at this time. Is it possible that entry-level jobs would be eliminated as a result of this? The answer was that it was possible, but the job market would likely absorb these people in other jobs.

Rolf Mueller asked if Professor Reich thought this study was sufficient to allow the Task Force to move forward. The response was that this study was comparable to studies that have been done in other cities where an ordinance has been enacted. He was also concerned about the cost of waiting, as some contracts will be renewed for long terms which will enable those firms to get around the new law, which in turn hurts people who deserve to have a living wage.

Kent Woo asked if the public policy envisioned in the ordinance could be achieved by focusing on just the 100 firms that get 75% of the contract dollars. The response was that possibly playing with the level of the exemption might be appropriate. A phase-in of threshold (higher to lower) and the wage level (lower to higher) might be appropriate.

Professor Reich reminded the Task Force that any analysis of the ordinance has to be a macro-analysis, rather than the experience of a single firm in a particular industry.

Mr. Illig stated that Professor Reich's analysis seemed to underestimate costs by not including any expense for the city's administrative monitoring and not calculating employer-paid taxes in addition to the living wage salary, and overestimated benefits by assuming $5.7 million cuts to public health due to employees buying private health insurance. Professor Reich did not know what the monitoring mechanism was that was anticipated, so he did not include any costs.

Mr. Illig also questioned Professor Reich about the $7.81 self-sufficiency standard cited for a single worker in San Francisco and his assertion that 39-40% of SF workers live along.

Robert O'Malley wanted to let the Task Force know that this was an independent study, not a union study. He encouraged the Task Force to continue to address very specific questions, as has been done in recent meetings.

The meeting was adjourned at 11:35AM.

Respectfully submitted,

Steve Nelson
Clerk, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
MAYOR

STEVEN D. NELSON
DIRECTOR

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Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda 06-30-99P04:06 RCVD

Thursday, July 1, 1999 9:30AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin	Bruce Fisher, Vice Chair
Jim Illig, Chair	NaNoshka Johnson
Kim King	Rolf D. Mueller
Lucia M. Rodriguez	Calvin Welch
Earl H. White	Bill Wilkinson

Kent Woo

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Living Wage Task Force Agenda – July 1, 1999 – Page 1

1. Call to Order/Roll Call
2. Approval of Minutes
3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION ITEM)
4. Discussion with the Public Utilities Commission Regarding Exemptions (DISCUSSION ITEM)
5. Report on Economic Impact Study (DISCUSSION ITEM)
6. Timing of Task Force Deliberations (ACTION ITEM)
7. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
8. Public Comment
9. Adjournment

/99

Living Wage Task Force
Minutes for Meeting of July 1, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
Nanoshka Johnson
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo
Kim King

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Staff Present
Rachel Arnstine-O'Hara, Acting Clerk to the Task force
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:35 am.

Approval of Minutes

Corrections to the minutes were requested by Patricia Breslin. In the first paragraph of the minutes, where it states, "The $32 million cost estimate did not assume passage of the home health care bill currently before the State Legislature..." Ms. Breslin felt that Professor Reich actually assumed the passage of AB 16 and she wanted that reflected in the minutes. She also added that the task force did not have an opportunity to have all of the questions on the study answered by the professor for lack of time. The professor was then asked back to answer more questions at a future meeting. She asked that the minutes reflect that information.

Jim Illig informed the members that the minutes did not reflect the fact that Mr. Robert O'Mally resigned from his appointment to the Living Wage Task Force. He asked that it be reflected in the minutes to that meeting.

Discussion with the Public Utilities Commission regarding exemptions

Andy Moran, General Manager of the Public Utilities Commission, informed the task force that his organization was committed to dealing effectively with the issue of exemptions in the Living Wage Ordinance. The most challenging issue they are faced

with is the of separation exemptions that are real business issues from those that are just excuses. His organization was in the process of drafting language on the equal benefit issue, and the exemptions have been carefully drafted to limit the challenges. He went on to discuss some of the challenging exemption cases.

Calvin Welch asked if Mr. Moran thought that the language in the living wage ordinance exempted some utility companies, specifically PG&E.

Mr. Moran was unable to answer the question, but guessed that PG&E was not exempted from the ordinance. He preferred not to respond without discussing the issue with the deputy city attorney.

Mr. Welch inquired whether PG&E would be among the companies immediately affected when the ordinance is passed into law, or whether they would only be affected when their current contract come up for renewal.

Mr. Moran was unsure.

Mr. Illig asked how difficult it would be to determine who was working of PG&E's service contact by looking at their payroll records.

Mr. Moran responded that it would be very difficult to determine or monitor PG&E records.

Report on Economic Impact Study

Mr. Illig asked if all the members of the Task Force had the opportunity to read the report, because in his opinion, the "scope of work" section of the study had significant changes to it. He pointed out the changes, including the fact that the changes included a great deal of detail on the impacts on profit and non-profits. He also noticed that this study is different from the Los Angeles study, because Professor Potopan has no plans to sample individual contracts.

Mr. Clark was asked to report back on the differences in the updated study, and bring back the Los Angeles Study .

Ms. Breslin inquired about a Property Impact Survey. The survey was not included in the week's agenda package as expected.

Ms. Arnstine-O'Hara informed the task force that the survey will be made available before the next meeting.

All department heads have been asked to assess all costs for the impact of the living wage ordinance in their areas, and Steve Nelson, Director of Department of Administrative Services, will present it at the next Department Head meeting.

Request was also made that Mr. Clark walk the members through a statistical table on the survey from the Purchaser.

Discussion was held on the appointments of replacement member on the task force.

Mr. Illig reiterated that the task force is suppose to have twelve appointed members, and for that reason it must always take a majority vote of eight members to pass an action item.

There was also a discussion on the timeline for the task force, and a summer schedule to adhere to.

Mr. Illig informed the members that the economic impact study is expected to be completed by September 15, 1999, but there is an additional 5 week extension if needed. He asked that the legislative analyst bring the actual amendment on the task force timeline to the next meeting.

Calvin Welch proposed that on the issue of the summer schedule, the task force should take a break for three continuous weeks, and then resume to their weekly meeting schedule.

Council members responded to the proposed vacation time and approved the motion to meet next week, July 8, 1999, and take three weeks off, to resume back August 5, 1999.

Task Force Recommendations on the living Wage Ordinance

Calvin Welch inquired whether any discussions have been brought up in the current budget process on designating a department, and allocating funds towards administering the Living Wage Ordinance.

Mr. Clark responded that the current budget had passed through the Board of Supervisors's Finance Committee and was on its way to the full board, without any discussion of allocating funds for the administering of the ordinance.

Mr. Welch inquired if the task force could make a recommendation to the Board of Supervisors.

Mr. Clark responded that the task force could make a recommendation but there are issues that have to be clarified before the recommendations could be made. He referred to issues like the type, and level of administration and compliance.

Mr. Welch reiterated that he felt that it was up to the task force to bring the issue to the board.

Earl White agreed that the issue needed to be brought before the Board of Supervisors, and he suggested choosing the Human Rights Commission (HRC) as the agency to administer the compliance of this ordinance.

Mr. Illig did not agree that HRC would be the best agency, because that agency is presently used to a one-time certification process. He added that when the Living Wage Ordinance is passed it would require a continuous and thorough monitoring of service contracts.

Mr. Clark informed the members on the monitoring duties that is being done in other city departments.

Bill Wilkinson touched on some of the issues that needed to be prepared before any kind of recommendations could be brought before the Board of Supervisors.

Mr. Illig informed the members that those issues will be listed in the final survey.

At the request of the members, Mr. Clark listed all the California counties with living wage ordinances, and the agencies that they have administering the ordinance.

Mr. Welch does not want the task force to be criticized for not giving timely responses to the board, because the present ordinance does not designate a city agency to handle administration of the living wage ordinance. He made a motion to urge the Board of Supervisors to specifically reserve an amount necessary to implement the living wage ordinance in this fiscal year asking the city's purchaser, controller and the HRC to come up with a reasonable amount.

Mr. Wilkinson seconded the motion.

Mr. Illig did not think that the task force was ready to make recommendations of that nature, and he did not feel that the task force could make budget recommendations to the Board of Supervisors.

Members made comments on the motion

Former Task Force member Robert O'Mally, under public comment, informed the members that his coalition would like the HRC to monitor the enforcement of the ordinance, and asked that HRC be invited to talk of this issue.

Mr. Mueller asked Mr. O'Mally what the intent of enforcement was according to his coalition.

Former Task Force member Robert O'Mally responded that the coalition was looking for some measures from HRC, and they had put in some language into the original ordinance. He would be happy to bring that information before the members at their next meeting.

Members voted on the motion, 4 members voted for the motion and 7 members voted against, the motion failed.

Bruce Fisher wanted to discuss a recommendation to the board of a 5% Cost of Living Adjustment (COLA) to non-profit organizations.

Most members believed that the issue of recommending COLA to the Board of Supervisors was inappropriate topic for this task force, and so the issue failed to be put on the agenda for the next meeting.

NaNoshka Johnson still reiterated that it was important that the attention of the Board of Supervisors be made aware that the Living Wage Ordinance does not contain an enforcement mechanism. She made a motion to send a letter to the Board of Supervisors informing them that the current legislature does not contain enforcement and administrative mechanism, and if implemented this fiscal year will need board consideration.

Mr. Mueller seconded the motion. After thorough discussion among the members, the members voted on the motion. At the call of the question, 9 members voted in favor of the motion and three members voted against, the motion passed.

Public Comment

Christiane Hayashi, Deputy City Attorney for Public Utilities Commission, made herself available to answer member questions on Public Utilities Commission exemptions.

Mr. Welch asked if PG&E will be exempted from the Living Wage Ordinance.

Ms. Hayashi informed the task force that PG&E was not exempted from the ordinance, and the ordinance was carefully crafted so as not to exclude companies like PG&E. She was unsure if they would be affected immediately, but she was sure that they would be affected soon after the implementation of the ordinance.

Dave Monks, SFO Public Affairs introduced himself to the task force.

Mr. Illig inquired if concessionaires at the airport have been notified of the Living Wage Ordinance.

Mr. Monks said that they have not been notified.

Meeting adjourned at 11:30 p.m.

Issue for the agenda of the next meeting were discussed

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

/99

Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday, July 8, 1999 9:30AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin
Jim Illig, Chair
Kim King
Lucia M. Rodriguez
Earl H. White
Bruce Fisher, Vice Chair
NaNoshka Johnson
Rolf D. Mueller
Calvin Welch
Bill Wilkinson

Kent Woo

Task Force members unable to attend the meeting are requested to contact staff no later than noon on the Tuesday prior to the meeting.

The Task Force may be contacted through its Clerk, Steve Nelson, as follows:

Living Wage Task Force
City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4083

415-554-6171 (Voice)
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steve_nelson@ci.sf.ca.us (E-Mail)

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Know Your Rights Under the Sunshine Ordinance

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1. Call to Order/Roll Call
2. Approval of Minutes
3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION)
4. Report on Economic Impact Study (DISCUSSION ITEM)
5. John Clark's Brief Issues Outline; Step One: Who's Covered? (DISCUSSION AND POSSIBLE ACTION ITEM)
6. John Clark's Brief Issues Outline; Step Two: What's the Trigger or Threshold? (DISCUSSION AND POSSIBLE ACTION ITEM)
7. Task Force Recommendations on the Living Wage Ordinance(ACTION ITEM)
8. Timing of Task Force Deliberations (ACTION ITEM)
9. Public Comment
10. Adjournment

FILE NO. 991035 As Amended in Board 6/21/99 RESOLUTION NO. 617-99

[Living Wage Task Force Extension]

AMENDING RESOLUTIONS NO. 991-98 AND 126-99 TO CHANGE THE EXPIRATION DATE OF THE LIVING WAGE TASK FORCE TO FIVE WEEKS AFTER THE DATE THAT THE FINAL ECONOMIC ANALYSIS OF THE COSTS AND BENEFITS OF A LIVING WAGE ORDINANCE IS PRESENTED TO THE TASK FORCE , TO ALLOW TIME FOR CONSIDERATION OF THE STUDY'S RESULTS; PROVIDING FOR EXTENSION OF ANOTHER FIVE WEEKS.

WHEREAS, The Board of Supervisors has unanimously passed a resolution establishing a Living Wage Task Force (Resolution No. 991-98); and

WHEREAS, The Board of Supervisors subsequently approved Resolution No. 126-99, which set the expiration date of the Living Wage Task Force as 4 months after the date of its first meeting; and

WHEREAS, The Task Force is currently scheduled to expire on July 12, 1999; and

WHEREAS, The Living Wage Task Force has commissioned an economic analysis of the costs and benefits of a living wage ordinance; and

WHEREAS, The results of the economic analysis will not be available until September 1999; and

SUPERVISORS KAUFMAN, TENG, NEWSOM, BECERRIL, BROWN, YAKI

WHEREAS, The Task Force has requested an extension of its expiration date in order to review the results of the study and formulate a recommendation on a living wage ordinance; and

WHEREAS, The Task Force has indicated its intention to provide its recommendation to the Board by November 1, 1999; now, therefore be it

RESOLVED, That Resolutions No. 991-98 and 126-99 are hereby amended to state that the Living Wage Task Force shall expire five weeks after the date that the final economic analysis of the costs and benefits of a living wage ordinance is presented to the Task Force, in order to allow time for consideration of the study's results; and, be it

FURTHER RESOLVED, That should the Task Force be unable to complete its study of the analysis within the five week period, the Task Force shall be extended for an additional five weeks, following provision of a report and update to the Board of Supervisors.

SUPERVISORS KAUFMAN, TENG, NEWSOM, BECERRIL, BROWN, YAKI

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

City and County of San Francisco

Tails

Resolution

File Number: 991035 **Date Passed:**

Resolution amending Resolution Nos. 991-98 and 126-99 to change the expiration date of the Living Wage Task Force to five weeks after the date that the final economic analysis of the costs and benefits of a Living Wage Ordinance is presented to the Task Force, to allow time for consideration of the study's results; providing for extension of another five weeks.

June 1, 1999 Board of Supervisors — SEVERED FROM FOR ADOPTION WITHOUT COMMITTEE REFERENCE AGENDA

June 1, 1999 Board of Supervisors — REFERRED: Finance and Labor Committee

June 14, 1999 Board of Supervisors — CALLED FROM COMMITTEE: Board of Supervisors

June 21, 1999 Board of Supervisors — AMENDED

Ayes: 10 - Ammiano, Becerril, Bierman, Brown, Katz, Kaufman, Newsom, Teng, Yaki, Yee
Excused: 1 - Leno

June 21, 1999 Board of Supervisors — ADOPTED AS AMENDED

Ayes: 8 - Becerril, Bierman, Brown, Katz, Kaufman, Newsom, Teng, Yaki
Noes: 2 - Ammiano, Yee
Excused: 1 - Leno

File No. 991035

I hereby certify that the foregoing Resolution was ADOPTED AS AMENDED on June 21, 1999 by the Board of Supervisors of the City and County of San Francisco.

Gloria L. Young
Clerk of the Board

Date Approved

Mayor Willie L. Brown Jr.

Date: July 6, 1999

I hereby certify that the foregoing resolution, not being signed by the Mayor within the time limit as set forth in Section 3.103 of the Charter, became effective without his approval in accordance with the provision of said Section 3.103 of the Charter.

Clerk of the Board

File No.
991035

5
8/99

Living Wage Task Force
Minutes for Meeting of July 8, 1999

Members Present
Patricia Breslin
Bruce Fisher, Vice Chair
Jim Illig, Chair
Nanoshka Johnson
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo
Kim King

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Staff Present
Rachel Arnstine-O'Hara, Acting Clerk to the Task force
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:36 am.

Approval of Minutes

Corrections to the minutes were requested. Jim Illig asked that the sentence in the first paragraph stating that "Ms. Breslin felt that Professor Reich….," should be changed to reflect that Ms. Breslin reminded the member that Professor Reich actually assumed the passage of AB 16.

He also asked that the "Public comment" section should reflect that Mr. Monks from the airport was asked to come back before the task force.

Open invitation to Supervisor Tom Ammiano

Bruce Fisher and Calvin Welch reported that they had met with Supervisor Ammiano as representatives of the Human Services Task force, to discuss the concerns of nonprofit organizations about the proposed ordinance. Mr. Welch and Mr. Fisher reported that their discussion with the Supervisor included a number of issues: funding the costs of the Living Wage Ordinance for nonprofit organizations, exempting part-time employees and trainees, Phasing in the wage level and threshold for compliance, and limiting the definition of property contractors. Mr. Fisher stated that Supervisor Ammiano was very open to suggestions from the Task Force, and Mr. Illig found that encouraging.

Report on Economic Impact Study

Mr. Illig confirmed that the task force was still interested in hearing from the Legislative Analyst on the changes in the "scope of work" portion of the ordinance, and how the changes affect our analyses of the economic impact of the ordinance.

Mr. Welch updated the members on AB16. The Legislation did not pass because the Governor did not support making the full finding available. He reminded the task force that Professor Reich in his U.S. Berkeley study assumed the legislation would pass. The failure of AB 16 will increase the costs in Professor Reich's study by $20 million.

Mr. Fisher added that Supervisor Ammiano was briefed on the impact of the non-passage of AB16, and he agreed that the impact to the study would be negative.

Task Force Recommendations on the living Wage Ordinance

Mr. Illig suggested that the task force consider a phase-in process for introducing the ordinance. The reasoning behind the phase-in concept, is to allow time to study the effects of the ordinance at different stages. The phase-in process could be determined by the wage per hour level, or the total contract amount.

Bill Wilkinson agreed that the phase-in process will allow the task force and the community to evaluate the effects of the ordinance before it is fully implemented.

Nanoshka Johnson felt that the phase-in concept is premature, considering that the details of the ordinance itself has not been fully completed.

Mr. Fisher was for the phase-in process because it reduces any possible adverse effect that the ordinance could have, and allow for greater planning, community awareness and adoption of the concept.

Mr. Welch suggested that a timeline be identified for the phase-in process.

Ms. Breslin agreed with a phase-in process, but she felt that the members were not ready to put specifics to that concept, especially since there is lack of knowledge of the economic impact that the ordinance would have on businesses.

Mr. Illig stated that he believed that it would be easier to talk of the phase-in process in terms of the contract total amount, rather than the dollar per hour amount.

Mr. Welch reminded the members that the proposed Living Wage Ordinance already includes a phase-in plan for compliance by for-profit contractors, then non-profits. The issues that need to be considered are those that affect the covered entities, and the hourly wage of the workforce for these entities. It will be an administrative challenge to deal with the number of contracts and employees involved.

Lucia Rodirguez asked how the impact or the adjustment of inflation will affect the ordinance.

Mario Kashou, Deputy City Attorney, responded that there was a formula written into the ordinance. According to the ordinance it was up to the City's Controller's office to figure out the formula and inform the contractors.

Mr. Welch made a motion that the dollar amount of the living wage be phased in over the period of three years.

Mr. Mueller inquired why Mr. Welch wanted to specify a phase-in period.

Mr. Welch responded that he felt that it was to the advantage of the task force to make specified recommendations to the board, not open ended ones.

Mr. Fisher inquired if the motion could be amended to state four years instead of three.

Various members agreed that the timeline needed to be more than three years, but no other suggestion was approved by the members.

Ms. Johnson pointed out that she has concluded that the task force members are in support the phase-in process, but are not ready to be specific on the timelines or contract amount associated with the process.

Mr. Welch withdrew his motion.

Ms. Johnson made a motion that the task force recommend a phase-in strategy for the living wage ordinance. Motion seconded.

Ms. Breslin asked if this recommendation will override what is already written in the ordinance.

Members voted unanimously for the motion.

Mr. Illig inquired about the entities that should be covered under the motion. He suggested that the phase-in process should begin with for-profit entities only.

Ms. Kim King suggested that some other preferences be included into the phase-in process. As an example, she suggested that maybe the Living Wage amount could be decreased depending on the total contract amount.

Mr. Welch agreed, but felt that the exemption or preference should be given only to small businesses. He suggested creating a "preference point" program, that could be advantageous to small business in a bid process.

Ms. Rodriguez approved of the idea of giving business incentive points.

Mr. Wilkinson felt that creating a preference point system within the ordinance would make it more complicated. He feels that it is essential that the ordinance be kept very simple.

Mr. Illig made a motion to have a bid preference point be included into the proposal for for-profit organization to comply with the Living Wage Ordinance for Service contracts.

Mr. Welch asked for a friendly amendment to include preference for all for-profit small businesses.

Members had a discussion on whether to expand the motion to include all small businesses or limit it to service contracts only.

Mr. Illig requested that a list of San Francisco small businesses be brought before the task force, along with a formal city definition of a small business.

Ms. Johnson amended the motion to say that a request is being made for the creation of a living wage preference point system for for-profit small businesses.

Members voted unanimously on the amended motion.

Ms. King suggested a four year timeline for a compliance threshold, starting with contracts over 100K the first year, then 75K, then 50K then 25K the fourth year.

Mr. Welch like the idea because it allows for big business to be affected by the ordinance immediately.

Members discussed the suggestions.

Mr. Kent Woo was uncomfortable with the idea of specifying the timeline and the contract amount. He felt that it is too premature to make those decisions at this time.

At the call of the question, 2 members abstained, 4 members voted against the motion, and 3 members for the motion. The motion did not pass.

Mr. Welch reiterated that it is important that this task force make specific recommendations to the Board of Supervisor.

Ms. King reminded everyone that the task force cannot be exact until the final draft of the economic impact study has been submitted to the task force.

Public Comment

Former task force member Mr. Robert O'Mally, informed the members that he would like to see each member put together a wish list on the issues, and then have all the lists consolidated into one list for the task force to work through, and hopefully accomplish. He felt that with the short time remaining for this task force they needed to meet specific goals.

Issue for the agenda of the next meeting were discussed

Meeting adjourned at 11:35 p.m. till the next meeting on August 5, 1999.

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

/99

Living Wage Task Force
City and County of San Francisco

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Notice of Meeting and Agenda

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Thursday, August 5, 1999 9:30AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin	Brian Cahill
Bruce Fisher, Vice Chair	Jim Illig, Chair
NaNoshka Johnson	Kim King
Rolf D. Mueller	Lucia M. Rodriguez
Calvin Welch	Earl H. White
Bill Wilkinson	Kent Woo

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Living Wage Task Force
City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4083

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415-554-6177 (Fax)
steve_nelson@ci.sf.ca.us (E-Mail)

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1. Call to Order/Roll Call
2. Approval of Minutes
3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION ITEM)
4. Report on Economic Impact Study (DISCUSSION ITEM)
5. Timing of Task Force Deliberations (ACTION ITEM)
6. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
7. Public Comment
8. Adjournment

Living Wage Task Force
Minutes for Meeting of August 5, 1999

Members Present
Patricia Breslin
Brian Cahill
Bruce Fisher, Vice Chair
Jim Illig, Chair
Kim King
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Members Not Present
NaNoshka Johnson

Staff Present
Steve Nelson, Clerk
Mario Kashou, Deputy City Attorney
Bart Duncan, Deputy City Attorney
John Clark, Administrative Services

The meeting was called to order at 9:40AM.

Patricia Breslin asked that her comment on Page 3 of the minutes be stricken as it appears that her question was answered during the meeting. With that modification, the minutes were approved.

Jim Illig then introduced Brian Cahill as a new addition to the Task Force. Mr. Cahill was approved by the Rules Committee and the full Board of Supervisors to take the place of Alina Laguna as the official representative of the non-profit community.

Steve Nelson presented the status of the economic study, noting that SF State was still calculating numbers based on the contractor survey, and that the survey for leaseholders had been mailed out the day before the meeting. Calvin Welch asked for a list of the leasing departments that participated in the survey. Those departments are Rec Park, Real Estate, PUC, Port and Airport. Mr. Welch inquired as to why the Mayor' Office of Economic Development was not included, nor the Redevelopment Agency. A rather lively set of explanations regarding both of those organizations then ensued with Deputy City Bart Duncan stating that unless the City and County of San Francisco owned and had exclusive use of a piece of property, the ordinance did not apply. Thus, Redevelopment, which is a separate legal entity, and Community Development, which

takes a position as a mortgage holder on property, would not be covered for property contracts.

Ms. Breslin asked why the survey did not include a question about total compensation, including tips, instead of asking about wages only. Mr. Nelson was asked to inquire of Dr. Potepan whether a followup question could be asked to include that information. At the same time, Mr. Nelson was instructed to ask Dr. Potepan to brief the Task Force on his findings as soon as he was able to.

Mr. Illig then introduced a summary of the points of consensus reached by the Task Force, along with opinions that the City Attorney's Office had presented. This summary also included action points that needed to be completed. That summary is attached to these minutes.

Mr. Nelson reported on the results of a meeting that the Mayor had with all department heads where Professor Potepan discussed his methodology for the study, and Mayor instructed all departments to fully cooperate and provide the information on service contracts no later than July 16.

Mr. Nelson was asked to get definitions from various City agencies as to what constitutes a small business and to get a list from the Small Business Commission of all such businesses in San Francisco. John Clark noted that the Los Angeles County Ordinance defined small business as any business with 20 or fewer employees, and less than $1 million in revenues.

Mr. Nelson was asked to add local newspapers to the mailing list for the agenda and the minutes.

Mr. Clark distributed information about the vendor survey, the Los Angeles County ordinance, an update on ordinances around the country, proposed legislation from Supervisor Katz regarding bid preferences for vendors providing equal benefits, and a six month report on San Jose's ordinance. Mr. Clark will be answering questions about these materials next week.

The Task Force then set out to discuss a motion by Rolf Mueller, seconded by Ms. Breslin, to exempt all property contracts from the Living Wage Ordinance.

Bill Wilkinson stated that he felt that this motion should be put into a larger context, namely the issue of who is covered by the ordinance.

Mr. Welch was uncomfortable, given the lack of data from the survey, to make such a sweeping recommendation at this time. He felt that some consideration should be given to the economic benefit derived by the leaseholder. Bruce Fisher had a similar comment, stating that if a lease was a market rate lease, did that imply that there was no economic benefit to that lease, the implication being that only below market rate lease gave economic benefit to the leaseholder. Mr. Nelson pointed out that many of the below

market rate leases that the City maintains are with firms that would likely also be non-profits providing care at such places as San Francisco General Hospital, meaning that applying the ordinance to below market rate leases might cause harm to a group that some on the Task Force had felt should be otherwise exempted from the ordinance.

Kim King asked if any other jurisdictions included leases in their Living Wage Ordinances. John Clark replied that the City of Los Angeles includes leases at the Airport, but generally, none of the other ordinances include leases.

Mr. Welch stated that he was unwilling to support, feeling that the Task Force needed to focus at some point on ways to make any ordinance easier to administer, pointing to the earlier discussion of Redevelopment and Community Development and the complexities of that as a huge detriment to an administering department being able to develop reasonable rules and regulations.

A number of members of the Task Force noted that it would be useful to take public comment on this particular motion. Kevin Westley, from the Franciscan Restaurant at Fisherman's Wharf, was the first to testify. Mr. Westley stated that he had 38 years left on his lease with the Port, and also that he felt that while there was some benefit to having a lease with the Port, there were also detriments to his business. His example was a 1996 seismic upgrade he had to perform. The SBA turned him down for a loan since he did not own the property. A commercial lending institution also initially turned him down for the same reason, and he was able to get the loan only by paying an additional 2% interest on the amount borrowed. He stated that if the Living Wage Ordinance that is being proposed was enacted, he would have had serious reservations about performing this upgrade. In answer to a question from Mr. Welch, Mr. Westley testified that should a tip credit be instituted, the vast majority of his employees would not be affected by the ordinance. However, without the tip credit, he felt that a substantial number of his employees would be. He felt that others on the Port would stop making improvements to their property should the ordinance be implemented. He also felt that the ordinance creates a very uneven playing field as a restaurant immediately across the street from his, since it was not on public property, would be able to pay lesser wages while he had to pay higher, thereby forcing him to raise his prices.

Mr. Fisher asked if the other improvements being made along the Embarcadero, and to waterfront area generally, were an economic benefit to him. Mr. Westley answered that they were, but that they also came after an extended period (from the 1989 earthquake) of downturn in business in the area. Mr. Fisher also asked if all other public policy related issues (South Africa, Northern Ireland, etc.) provisions apply to leases. A person testifying later at public comment, Dave Monks from the Airport, said that they do apply.

Mr. Wilkinson asked what percentage of total rent was the percentage of gross. Mr. Westley's response was that it was about 25% on average.

Maryann Costello, Scoma's Restaurant, was the next to testify. Her concern was in regard to maritime uses at the Port and whether or not those firms could continue to

afford to make the capital improvements necessary to maintain their spaces at the wharf. She noted that capital improvements typically trigger an amendment to the lease and that would, in turn, trigger the ordinance.

Mr. Mueller asked if this meant that capital improvements made by tenants would decrease. Ms. Costello answered that in her opinion, they would.

Mr. Fisher asked what the maritime uses were. They are the fishing and canning industries, as well as some of the historic ships that are at the various piers on the wharf. Ms. Costello was unsure of how many employees might be affected in these industries.

Mr. Welch noted that, as in past meetings, the testimony on property contracts appeared to be made by people affected by Port leases, which may in fact, be a special case, but that the motion on the table would affect all leases.

Dave Monks from the Airport then testified. The Airport had done an informal survey and shared those results with SF State. The Airport has some 200 leases that were surveyed. Ms. Breslin asked if the possible passage of the ordinance had impacted responses to RFP's. Mr. Monks was not sure. In response to a question from Mr. Cahill, Mr. Monks felt t here were likely a significant number of employees on Airport leases making less than the living wage.

LaVonne Smith, formerly of Host International, testified that Host had a collective bargaining agreement which would be in p lace until October 31, 2000. She suggested that it might be useful to contact Johnny Chew, the Regional VP of Host at SFO.

Mr. Mueller the moved to have his motion tabled for now, Ms. Breslin concurring.

Mr. Nelson was requested to get representatives from the leasing agencies of the City to the next meeting, including people from the Port, Airport, Rec Park, PUC and Real Estate. He was also requested to see if a representative from Local 2 would be willing to come to discuss tip credits.

Mr. Illig asked that all members be prepared to continue to discuss the coverage issue next week and that they bring additional motions to the Task Force.

The meeting was adjourned at 11:35AM.

Respectfully submitted,

Steve Nelson
Clerk, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

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Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday, August 12, 1999 9:30AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

08-10-99 A10:58 OUT

Task Force Members

Patricia Breslin	Brian Cahill
Bruce Fisher, Vice Chair	Jim Illig, Chair
NaNoshka Johnson	Kim King
Rolf D. Mueller	Lucia M. Rodriguez
Calvin Welch	Earl H. White
Bill Wilkinson	Kent Woo

Task Force members unable to attend the meeting are requested to contact staff no later than noon on the Tuesday prior to the meeting.

The Task Force may be contacted through its Clerk, Steve Nelson, as follows:

Living Wage Task Force
City Hall, Room 362
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4083

415-554-6171 (Voice)
415-554-6177 (Fax)
steve_nelson@ci.sf.ca.us (E-Mail)

Disability Access

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1. Call to Order/Roll Call
2. Approval of Minutes
3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION ITEM)
4. Report on Economic Impact Study (DISCUSSION ITEM)
5. Timing of Task Force Deliberations (ACTION ITEM)
6. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
7. Public Comment
8. Adjournment

Living Wage Task Force

Consensus Points:

> Any proposals either reviewed or developed by the TF would be based on a review of three basic criteria: (1) covered employees, (2) wage level, (3) who will pay for the increase in costs. (3/12/99)

> San Francisco, as a city and a county, is unique in regard to a living wage ordinance. (3/25)

> Any proposed legislation should not cut or curtail health and social services by increasing a nonprofit organization's cost without an augmentation, assuming the organization can make a good faith case. (3/25)

> The compliance threshold should be developed so that it is the least administratively complex to oversee. (3/25)

> The TF shall prepare a series of preliminary recommendations by July 12th (the original expiration date) which address both the good and bad points of the legislation. (6/3)

> Ten weeks after the Economic Impact Study is presented would be sufficient time for the TF to take the contents of the study into account when developing its recommendations. (6/10)

> Absent an eight-member majority for a recommendation, the TF will forward a list of concerns to the Board, in priority order. (6/10)

> The Board of Supervisors should be informed that the current legislation does not contain an enforcement and administrative mechanism, and if implemented this fiscal year, the Board will need to consider this. (passed 9 to 3, 7/1)

> The TF recommends a phase-in strategy for the living wage ordinance. (7/8)

> The TF recommends that a bid preference point system be created for for-profit small businesses that comply with the living wage ordinance. (7/8)

City Attorney's opinions:

> It does not appear that state law preempts the City from passing a higher minimum wage law. (4/1)

> The employer must pay the group rate for health costs. (5/20)

> The legislation does not specify whether the administering agency has to check each employer's health plan. (5/20)

> Employees can opt out of the health provisions, but they must be offered either the health coverage or the equivalent cash payment and decline both, without coercion. (5/20)

> The ordinance would apply to subtenants and subcontractors. (5/20)

> Contracts between the City and the Redevelopment Agency, the Housing Authority, and the Unified School District, and the Community College District must conform to the ordinance, as must any contracts performed by these agencies on land owned by the City. (5/20)

> The intent of the ordinance was to cover golf courses on City land. (5/20)

> The CPI to be used is the one for the San Francisco-Oakland-San Jose area. (5/20)

> The ordinance would apply to a property contract when a formal signed amendment was implemented. (5/27)

> Funds to pay for the increased costs of the ordinance could be budgeted in a central fund and then allocated to departments. ((6/3)

> It would be possible for the Controller to issue a blanket statement in the Annual Appropriations Ordinance stating whether or not sufficient funds existed in departmental budgets to pay the

increased costs of the living wage, and, if not, that a blanket waiver could be issued for contractors with the particular department. (6/3)

> An agreement with the City to provide a white zone for parking would trigger compliance if that white zone was granted for a single business as opposed to an area or particular group of businesses. (6/3)

> The sponsor's intent was not to exempt PG&E from the ordinance, and, in fact, the PUC exemption does not apply to PG&E since it provides services to customers within San Francisco. (6/3, 7/1)

> A 30-day renewable lease would trigger the ordinance only for employees working more than 10 hours a week at the particular site. (6/10)

> If there is any loss of value of the leasehold because of the ordinance, the City holds no liability for the loss. However, the City could provide a subsidy to the lessee. (6/10)

> The ordinance applies to property that the City owns and has exclusive use of. In the case of the City holding a second mortgage, neither of these conditions applies. (6/17)

Followup in August and September:

To be scheduled: Prof. Potapan to update progress with study
(Sups' Budget Analyst providing assistance?)
John Clark to review: Contractor Survey Frequency Table
Revised Scope of Work for the Study
LA County Ordinance
Tangerine Brigham of DPH about SFGH cost savings with LWO

Steve Nelson: Report on Mayor's meeting with department heads about LWO
Requested: property contractor survey instrument, Port survey separate?
list of SF small businesses, definition of small business
Send meeting notices to Chronicle, Examiner, Independent, SF Weekly, Bay Guardian, Bay Area Reporter??

Mario Kashou: Any amendments coming from Ammiano?

Task Force process:

"The TF will hold a series of public meetings to get input on the proposed legislation while the economic impact study is being completed." (5/17)

Members should develop their wish list of issues, consolidate them and work thru them seeking consensus -- Robt. O'Malley.

The TF should develop a framework for the final report -- Bill Wilkinson.

The TF should hold at least one full hearing for public comment on the TF recommendations -- Calvin Welch.

2/99

Living Wage Task Force
Minutes for Meeting of August 5, 1999

Members Present
Patricia Breslin
Brian Cahill
Bruce Fisher, Vice Chair
Jim Illig, Chair
NaNoshka Johnson
Kim King
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Members Not Present

Staff Present
Steve Nelson, Clerk
Bart Duncan, Deputy City Attorney
John Clark, Administrative Services

The meeting was called to order at 9:38AM.

The minutes were approved without comment.

Steve Nelson discussed the current status of the economic study. Some 100 or so responses to the leaseholder survey have been returned and will be forwarded to the Public Research Institute. Dr. Potepan, as well as Dr. Mitch Katz, will be at the meeting of August 26. Mr. Nelson discussed the handouts for this meeting, which included the Port survey instrument (which included a request for information regarding tips) and a report on actual expenditures made for non-profits and community based organizations. Patricia Breslin asked which survey the Airport lessees received and was told that the received the original survey, not the Port survey. Brian Cahill noted that the list of non-profits did not include group homes, and a discussion ensued as to whether they would be covered as the City appears to fund the State who in turn fund the homes.

Mr. Nelson then distributed a list of all businesses that received City funds that were identified as either non-profits or community based organizations. The list included the amounts paid to these firms in FY 1998-99, from July 1, 1998 through June 30, 1999.

Jim Illig then stated that he would like to see each meeting have at least half the time dedicated to discussion of issues and recommendations among the Task Force members, and less time for presentations.

Representatives from the Port (Veronica Sanchez and Mark Losavoight) then made a presentation regarding leases at the Port. The Port is an enterprise department, meaning that it relies exclusively on internally generated revenues and not on the General Fund for its resources. Their own revenues amount to about $42 million and of this, 64% is from leases that are non-maritime in nature. The Port competes with other ports on the West Coast, many of which are subsidized by the local General Fund or the State. San Francisco holds the Port in trust for the State and, as such, has an obligation to maintain the facilities in an acceptable condition. The Port's biggest concern about the Living Wage Ordinance is that all existing leases would be impacted, as tenant improvements and underpier maintenance is subject to a lease amendment. Rents at the Port are competitive with off-Port properties of similar characteristics and, as required by the Charter, the rents are market rate.

Bruce Fisher asked what kind of amendments to leases took place when maintenance items were discussed. The response was it mainly took the form of rent credits. In response to a second question from Mr. Fisher regarding how frequently these types of improvements are made, the answer was more and more frequently due to the competitive nature of the restaurant business in San Francisco.

Rolf Mueller asked if it was becoming more difficult to get the underpier work performed. The response was that in recent RFP's for prime space on the wharf, the Port saw that response were not coming in quite as strongly as had been the case in the past.

Mr. Fisher asked if tip credits would alleviate the problem. The response was that only a portion of the Port's lessees are restaurants, and that the Port is concerned about other retail and ancillary leases as well.

Mr. Illig asked if Port leases were the result of competitive bids, and the response was yes the majority are. It was also noted by one of the Port representatives that bid preference points are awarded on leases, but this was later corrected and bid points for MBE/WBE/LBE firms are <u>not</u> awarded. The Port felt that in order to monitor compliance with this legislation, they would have to add staff.

Brian Cahill asked if tenants pay property tax. The response was that they pay Possessory Interest Taxes instead.

Calvin Welch asked what the comparable rents were for an over pier lease versus a land based lease. The response was that there are maintenance requirements put on land based leases as well. The Port said that they would provide information related to the percentage of over pier leases to landed leases.

Mr. Fisher asked that, if all other things were held equal, would the Port give preference to a company that offered a living wage. The response was that they didn't feel that it could ever come to a case where there would be two firms, one living wage, one not, which would have equal proposals.

The Airport was represented by Dave Monks, Laurie Vasquez, David Dunn and Paula Jessen, the Deputy City Attorney assigned to the Airport. In addition, Marvelll Allen from Host Marriot was there with the Airport, as was Adrian McGinn, a subcontractor with Host who operates a café at the Airport.

Earl White asked about the rent structure at the Airport, and was told that the rent is based on a minimum fixed rent, or a percentage of gross sales, whichever is the greater.

Mr. Welch asked about the structure of the prime Host Marriot lease. The lease is a 40 year lease for food services with some direct leases for retail and some subcontracts with Host as well. Tenant improvements are required to be funded by the lessee and must be paid up-front with provisions for maintenance funding also included. Employees of restaurants are either direct employees of Host or they are employees of subcontractors to Host. In the new International Terminal, there will be some direct leases with food preparation contractors, rather than through Host.

Mr. Welch also asked whether security contracts are through the Airport. They are not. Security at checkpoints is provided through contracts with the individual airlines. Overall Airport security is provided through the SF Police Department.

Mr. Illig asked if the leases address the prices that people pay at the Airport. The response was that the Airport routinely prices a "market basket" of commonly purchased items at similar facilities (Airports and other places where there is a captive audience) and limits prices charged for items to that market basket price. If the ordinance were passed, the Airport would likely review the prices in light of potentially higher costs for the establishments.

Bill Wilkinson asked what the rationale was for controlling prices. Given that users of the Airport are a captive audience, the Airport feels it is appropriate to control prices. Mr. Wilkinson asked where the "give" is if prices are capped, rents are a percentage of gross, and there is a requirement to increase costs. The response was that the give would be in the bottom line of the firms leasing space at the Airport. The Airport noted that it had, in some cases, been unable to get prime tenants to agree to lease space because the costs of doing business at the Airport were deemed too high.

Mr. White asked whether prices in the retail establishments were similarly controlled. They are, and surveys are also periodically performed to ensure that prices are comparable to the area.

Ms. Brelsin asked what kinds of amendments are typically made to Airport leases. The response was that, unlike the Port, the Airport doesn't make very many amendments to existing leases.

Kim King noted that some airports cap prices at what is termed street prices, but that the San Francisco Airport does like pricing.

NaNoshka Johnson asked what the term of leases was at the Airport. With the exception of the Host lease, leases are typically 5, 7 or 10 years.

Mr. Fisher asked if most tenants at the Airport are already paying $11 an hour. The response was that in an earlier survey, there are many people making less than the $11 threshold level. However, all restaurant employees are unionized, as are the baggage handlers. Retail employees, as is the case in San Francisco, are not unionzied.

Ms. Allen from Host Marriot then spoke. Host has 860 direct employees of which 500+ are union (Local 340 and Local 39). The turnover rate at SFO is about 30%, which is very good compared to other similar industries, where the turnover rate sometimes tops 100% per year. Thus, there are a lot of long term employees with Host.

The biggest challenge Ms. Allen saw with the Living Wage Ordinance was increasing pay in light of collective bargaining agreements. All employees have health benefits already, but wages are presently in the $8-10 per hour range for the restaurant workers. Maintenance workers are likely already well over the $11 threshold.

Mr. Wilkinson asked what would happen with employees already making $11 an hour when the rest of the workforce received increases bringing them to that $11 level. The response was that Host was unsure what it would be doing in those circumstances.

Ms. Johnson asked what the hourly wages for the retail workers was and was told that it was likely in the $7 to $9 range.

Mr. Fisher asked about training and was told that training programs typically only lasted a couple of weeks, but that, in some cases, they could last up to three months.

Tony DeLucchi, the Director of Property, then made a brief presentation. The Real Estate Department handles mostly miscellaneous leases, from leases of the City Hall Café to handling leases for the various parking garages owned by the City. Typically, only 2 to 5 RFP's a year are issued. The vast majority of work Real Estate performs would be in leasing property for use by City agencies, an agreement which is not covered by the proposed ordinance. Just in the Civic Center are, the City leases some $14 to $18 million in office space each year. If these transactions were required to comply with the ordinance, given the extremely competitive nature of the rental market in the City, the City would be at a distinct competitive disadvantage in leasing property.

Jackie Fong, from Recreation and Park was available to answer question. The Zoo would be covered by the ordinance, as would leases such as those at the Golden Gate Park Stables, the Beach Chalet and various co-op nursery schools around the City where there is generally one employee augmented by participation from parents.

Mr. Welch asked for the total revenues that come in from the leases. The response was that over $30 million came in annually, but that the figure was skewed by the inclusion of

lease revenues from the Giants and 49ers. Overall, the department maintains some 50 leases. Implementation of the ordinance would likely severely impact services or greatly increase the prices for those services as many of the leases are for unique situations, such as stables, the Strawberry Music Festival, etc., where there are generally not alternatives for the existing contractors.

Mr. Fisher asked if the employees at the Zoo were union, which they are. When asked if a small business exemption would help, the response was that it should depending on the definition of a small business.

Mr. Welch asked if a presentation could be made at the next meeting on religious and other community based organizations which handle affordable housing projects. A rather spirited debate then ensued regarding what the Task Force should be doing over the several meetings. At the end of this debate, it was agreed that the presentation next week would cover not only affordable housing, but also Community Development Block Grants. It was further agreed that testimony for future meetings would be time limited so that more discussion of recommendations from Task Force could take place.

Ms. McGinn then made a brief presentation regarding her situation at the Airport. She operates Crossroads Café in the North Terminal. She pays health benefits already. She expressed some concern regarding the combination of higher rents in the International Terminal if that were coupled with a need to start people working there at $11 per hour. She testified that some 50% of the operators at the Airport are women and minority owned businesses. Labor represents about 1/3 of her gross sales. She has 15 employees, 12 of whom are union employees and the other two management. She testified that, on its own, the Living Wage Ordinance would neither improve the services that she offers, nor would it improve the facilities she operates.

The meeting was adjourned at 11:55AM.

Respectfully submitted,

Steve Nelson
Clerk, Living Wage Task Force

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

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Living Wage Task Force
City and County of San Francisco

Notice of Meeting and Agenda

Thursday, August 19, 1999 9:30AM – 11:30AM
City Hall
1 Dr. Carlton B. Goodlett Place, Room 416
San Francisco, CA

Task Force Members

Patricia Breslin	Brian Cahill
Bruce Fisher, Vice Chair	Jim Illig, Chair
NaNoshka Johnson	Kim King
Rolf D. Mueller	Lucia M. Rodriguez
Calvin Welch	Earl H. White
Bill Wilkinson	Kent Woo

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1. Call to Order/Roll Call
2. Approval of Minutes
3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION ITEM)
4. Presentation by City Attorney's Office – Non-Profit Housing/Community Development Block Grants (DISCUSSION ITEM)
5. Report on Economic Impact Study (DISCUSSION ITEM)
6. Timing of Task Force Deliberations (ACTION ITEM)
7. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
8. Public Comment
9. Adjournment

*UNABLE TO DETERMINE WHO IS TALKING ON TAPE

Living Wage Task Force

Minutes for Meeting of August 19, 1999

Members Present
Patricia Breslin
Bruce Cahill
Bruce Fisher, Vice Chair
Jim Illig, Chair
Nanoshka Johnson
Lucia M. Rodriquez
Rolf D. Mueller
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Members unable to attend
Kim King

Staff Present
Rachel Arnstine-O'Hara, Clerk to the Task force
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:35 am.

Presentation by City Attorney 's Office

Leslie Trutner, Deputy City Attorney, spoke on the Mayor's Office of Housing. She gave a summary on its funding programs, and how they will be affected by the ordinance. Ms. Trutner stressed the fact that the loan proceeds generated by this department are usually given to private entities. This means that loans are given to entities that have contracts with no direct relationship with the city. The only stipulation given by the city is that the contractors on the project should be paid at prevailing wages. She added that projects usually approved for city loans do not generate a lot of profit, and forcing these contractors to pay higher or a living wage could make things difficult.

Ms. Trutner felt that the present Living Wage Ordinance is very ambiguous as to what should be categorized as a service contract. She spoke on some areas of the ordinances that are ambiguous, like the definition of service contract or grant agreement with the city.

Calvin Welch agreed that the service and property contract definition in the ordinance is ambiguous, and stresses the need to clarify the intent of this section. He asked that the task force invite nonprofit housing developers to make a presentation to the committee, so as to explain their dilemma with the Living Wage Ordinance.

Report on Economic Impact Study

Steve Nelson, Director Department of Administrative Services, informed the members that 934 surveys were sent out for the economic impact study, and they received back 191 responses. In an effort to increase response, the department sent out follow-up postcards last Friday. He reminded the members that Professor Potepan will give a report at the next meeting.

Recommendations from members of the task force

Mr. Illig asked if anyone has given thought to the final product and how to get there.

Mr. Welch wanted verification that actions on recommendations should be agreed upon by a 2/3rd or 8 votes. He felt that any motion brought before the task force should be submitted in a written report to the Board of Supervisors.

Mario Kashou informed the members that it might not be appropriate for the task force to make amendments to the Living Wage Ordinance. An alternative ordinance is not something that the task force has the authority to do. He clarified the role of the City Attorney's Office to this task force.

Timeline issues were discussed.

Bruce Cahill feels that segments of city lessees like Port tenants, and non-profit housing developers should be excluded from the ordinance.

Patricia Breslin says because of the complexity surrounding property contracts, she believes that it should be exempted from the ordinance.

Lucia Rodriguez reiterated that this ordinance has a tremendous impact on the small business owner.

Jim Illig believes that this will not be the last Living Wage that San Francisco will have, and for that reason, he would like to see the creation of the smallest and most allowable Living Wage, that could be expanded on. He then recommended that the Living Wage Ordinance should start only with service contracts, and eventually expand to property contract.

Mr. Welch spoke in support of including some property contracts into the ordinance.

Criteria for determining the jobs and the businesses that would be included in the Living Wage Ordinance was discussed.

Public Comments

Ms. Harrington spoke against including property contracts into the ordinance.

Ms. Rodriguez agreed that property contracts should be left out of the ordinance.

Discussions on the advantages and disadvantages of including the property contracts within the ordinance.

Meeting adjourned at 11:35 p.m.

DEPARTMENT OF
ADMINISTRATIVE SERVICES

WILLIE L. BROWN, JR.
Mayor

STEVEN D. NELSON
Director

6/99

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City and County of San Francisco

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LIVING WAGE TASK FORCE

AUGUST 26, 1999

MEETING AGENDA

1. Call To Order/Roll Call
2. Approval of Minutes
3. Open Invitation to Supervisor Tom Ammiano (DISCUSSION ITEM)
4. Presentation by Michael Potepan – San Francisco State University
5. Presentation by Dr. Mitch Katz – Department of Public Health
6. Report on Economic Impact Study (DISCUSSION ITEM)
7. Timing of Task Force Deliberations (ACTION ITEM)
8. Task Force Recommendations on the Living Wage Ordinance (ACTION ITEM)
9. Public Comment
10. Adjournment

5
2
26/99

Living Wage Task Force

Minutes for Meeting of Aug 26, 1999

Members Present
Patricia Breslin
Bruce Cahill
Bruce Fisher, Vice Chair
Jim Illig, Chair
Nanoshka Johnson
Rolf D. Mueller
Lucia M. Rodriguez
Calvin Welch
Earl H. White
Bill Wilkinson
Kent Woo

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Members unable to attend
Kim King

Staff Present
Rachel Arnstine-O'Hara, Acting Clerk to the Task force
Mario Kashou, Deputy City Attorney
John Clark, Legislative Analyst's Office

The meeting was called to order at 9:35 am.

Presentation by Dr. Michael Potepan – San Francisco State University

Brian Murphy, Director of Urban Institute, informed the task force that he worked with Michael Potepan on the study. They expect to submit the study by the end September. He thanked the city departments for their cooperation in helping the study achieve the necessary data.

Mr. Murphy explained the methodologies used in the study. He stated that it has been easier to attain data about city contractors than city's leases, and this attributed to the delay in submitting the study. In an effort to give recommendation to the administration of the proposed ordinance, they had to call on other cities and counties with Living Wage Ordinance to see how they administer their ordinance.

Dr. Michael Potepan talked about the process of collecting data from the city's contract side and its lease holder side. He discussed the difficulties experienced in the process of accumulating data e.g. contract billing rates vs actual pay rates, and also discussed some of the areas that still needed more work. He informed the task force that, at the present

time, without counting janitors, security people or health care workers, the number of people under contract with the city, and working for under $11/hour is approximately 10,000 people. He reiterated how difficult it is to put together the data from the City's leaseholder. On the contract side things are going very well with its analysis, but Information on the leaseholders are more difficult to attain. He discussed some of the difficulty experienced in attaining data, and also went through the steps that were taken to attain the data from the leaseholders.

Jim Illig asked what the response rate was from the contractor surveys.

Dr. Potepan verified that the response rate was about 20%.

Mr. White stated his concerns about non-profit contractors, who have either a fixed price contract or a cost-reimbursing contract.

Dr. Potepan discussed some of the effects the Living Wage Ordinance will have on employees.

Various members asked question on how the data is analyzed, and what is being included.

Mr. Illig asked if Dr. Potepan could return before the task force in mid-September to give a progress report.

Presentation by Dr. Mitch Katz – Department of Public Health

Dr Mitch Katz discussed a number of public health issues related to the proposed Living Wage Ordinance. There is no question that higher incomes leads to better health, so any ordinance would have a positive health outcome for the city as a whole. Half of the uninsured served by Department of Public Health are "working poor", and they represent about a third of the public health costs to the city. However, he cautioned that large health systems like San Francisco General Hospital for a modest decrease in the number of patients seen there.

Mr. White inquired about the Blue Ribbon committee.

Dr Katz explained that the Blue Ribbon committee was created by the Mayor to discuss with health care providers, the possibilities to help the county population who is unable to afford health insurance. He also touched on some of the recommendations made by that task force.

Members of the Living Wage Task Force agreed that it is important that the recommendations of the Blue Ribbon committee be taken into consideration.

Dr Rajiv Bhatis, a Department of Public Health epidemiologist, discussed the report he had written in February on the positive health effects of raising the minimum wage in San Francisco. He admitted that the title: "A Living Wage Analysis: Health Benefits of Decreasing the Number of Low Income Households" was somewhat misleading, since it addressed higher minimum wage paid to anyone who works in the city rather than a targeted "Living Wage" only for employees of city contractors or leaseholders.

Mr. Welch asked if Dr Bhiais would work with Dr Potepan, about findings in both their reports.

For the next meeting the task force requested:

- The results of David Binder Poll of 600 voters, including the survey questions
- Confirm with Professor Reich when he will release the second part of his report.
- SPUR's policy paper on the Living Wage Ordinance.
- Mr. Welch's recommendations will be discussed by the task force.

Mr. Illig recommended that other members of the task force put their recommendations in writing to help the process along.

Meeting adjourned.

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